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Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Performance report on the budget of the support account for peacekeeping operations for the period from 1 July 2008 to 30 June 2009 and proposed budget for the support account for peacekeeping operations for the period from 1 July 2010 to 30 June 2011

Report of the Advisory Committee on Administrative and Budgetary Questions

Appropriation for 2008/09	$282,401,900
Expenditure for 2008/09	$271,963,600
Unencumbered balance for 2008/09	$10,438,300
Appropriation for 2009/10[a]	$294,030,900
Projected expenditure for 2009/10[b]	$287,283,600
Proposal submitted by the Secretary-General for 2010/11[c]	$313,891,800
Recommendation of the Advisory Committee	$309,363,700

[a] Excludes enterprise resource planning requirements in the amount of $28,516,500 approved for the support account for the period 2009/10, pursuant to General Assembly resolution 64/243.
[b] As at 9 March 2010 (see annex I).
[c] Excludes enterprise resource planning requirements in the amount of $57,033,000 proposed to be funded from the support account for the period 2010/11, pursuant to General Assembly resolution 64/243.

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I. Introduction

1. **The recommendations of the Advisory Committee on Administrative and Budgetary Questions would entail a reduction of $4,528,100 in the proposed budget for the support account for the period from 1 July 2010 to 30 June 2011. The reasons for this are contained in paragraphs 36 to 186 below. The Advisory Committee also makes a number of observations and recommendations with regard to the administration and management of the resources of the support account for peacekeeping operations and areas for improvements.**

2. The general report of the Advisory Committee on the administrative and budgetary aspects of the financing of the United Nations peacekeeping operations (A/64/660) contains its views and recommendations on a number of cross-cutting issues. The Committee makes general considerations and observations on matters related to the support account in section II of the present report. Section III contains the observations and recommendations of the Committee on the financial performance report for the period from 1 July 2008 to 30 June 2009 and on the proposed budget for the period from 1 July 2010 to 30 June 2011.

3. The Advisory Committee had before it the performance report on the budget of the support account for the period from 1 July 2008 to 30 June 2009 (A/64/611 and Add.1), the proposed budget for the support account for peacekeeping operations for the period from 1 July 2010 to 30 June 2011 (A/64/697), the rejustification of posts financed under the support account for peacekeeping operations for the period from 1 July 2009 to 30 June 2010 (A/64/697/Add.1 and 2), and the comprehensive analysis of the Office of Military Affairs in the Department of Peacekeeping Operations (A/64/572). A list of all the documents used by the Advisory Committee in its consideration of the proposed budget for the support account are listed at the end of the present report.

II. General considerations

Format and presentation

4. **The Advisory Committee appreciates the efforts made to improve the presentation of the support account budget.** The mandates, main responsibilities and major priorities of the divisions/offices of the four departments with the largest share of support account resources are briefly outlined in an introductory section presented before the relevant results-based-budgeting framework. Efforts have also been made to justify requests for additional posts in terms of actual/expected workload and existing capacity in many cases, and workload indicators and quantitative data have been included in some cases. **However, additional work is required to ensure uniformity in the presentation for all offices. In addition, where general temporary assistance is requested to supplement functions for which additional posts are proposed, the relevant information and more substantive justification should be provided (see A/64/660, para. 48, and para. 45 below).**

5. **The Advisory Committee reiterates that the presentation for non-post resources should indicate clearly what is expected to be achieved, proposed changes as compared with previous requests, or reasons for the related variances. Objectives, expected accomplishments and indicators of achievement**

should constitute the principal reference point and linkage justifying the resources proposed.

6. A brief summary of initiatives undertaken by departments or offices in 2010/11 to further strengthen support to peacekeeping operations is provided by the Secretary-General in paragraphs 7 to 14 of his report (A/64/697). **While the Advisory Committee appreciates the information, it is of the view that the presentation should be improved so that initiatives to be implemented over the course of a number of years are identified as such, indicating what has been achieved thus far, what is still expected to be achieved and a time frame for completion. A summary of the costs involved and a clear statement of expected efficiency gains should also be included. In addition, in the case of projects, the different entities involved in implementing and completing the project should be clearly identified. In the latter case, rather than simply focusing on outputs, more emphasis should be placed on and analysis provided of the effectiveness of the functions performed or their impact in supporting peacekeeping operations.**

7. The Advisory Committee has noted that there are various entities and programmes tasked with supporting, for example, cooperation and coordination with the African Union. **In this connection, the Committee requested that the Secretary-General review such arrangements with a view to rationalizing the support structure to the African Union (regardless of source of funding) (see A/63/746, para. 74). The Committee is aware that the Secretary-General is submitting a report on this matter to the General Assembly at its second resumed sixty-fourth session and will make its comments in that context. The Advisory Committee has made similar comments with regard to support of the African Union Mission in Somalia (AMISOM), noting the proliferation of structures, pointing out the need to review activities in this regard and exploring opportunities for consolidation and streamlining. Such a review should seek to achieve efficiencies in the delivery of support and cost effectiveness, while ensuring clarity of accountability as to how the support of AMISOM is organized.**

8. The Advisory Committee also notes that, in the context of the submission of the budgets for the support account and the United Nations Logistics Support Base at Brindisi, Italy (UNLB), certain programmatic elements or functions are dispersed and charged to different budgets without any clear indication of the line of command, responsibility, accountability or transparency that would make it possible to determine the overall resources (staffing and non-staffing) required for a specific support function. **While the Committee does not necessarily question the location of an activity or function, since a particular location may offer greater efficiency or allow for a better response to specific requirements, it stresses the need for a clear and transparent presentation and disclosure of the totality of resources allocated for specific functions and for support of peacekeeping operations as a whole, as well as accountability involved. For example, some of the resources previously provided in the support account budget are now proposed in the budget of UNLB (see A/64/660, para. 26, and A/64/660/Add.12).**

Restructuring

9. The Secretary-General, in response to requests made by the General Assembly in its resolutions 61/279 and 62/250, submitted a report on the impact of the new

structure of the Department of Peacekeeping Operations and the Department of Field Support in the implementation of mission mandates, the mechanisms and measures that are in place to address management challenges posed by the new structure, improvements in ensuring efficiency and effectiveness in the support for peacekeeping operations and special political missions resulting from the new structure, as well as coordination with the Department of Political Affairs (A/63/702 and Corr.1). The Committee's related comments and observations are contained in paragraphs 4 to 26 of its report (A/63/841).

10. The Advisory Committee was informed by the leadership of the Department of Peacekeeping Operations and the Department of Field Support that the restructuring is essentially complete and that benefits are being recorded in terms of both improved and integrated operational support to field operations and enhanced strategic thinking and guidance on key, cross-cutting policy issues. Furthermore, both Departments are determined to address long-standing challenges, as demonstrated by the New Horizon process. However, the implementation of the concept of integrated operational teams has presented certain challenges. In paragraphs 15 and 16 of its report (A/63/841), the Committee referred to some of the problems initially faced. The Advisory Committee was informed that internal Department of Peacekeeping Operations/Department of Field Support stock-taking and evaluations have led to a number of recommendations and actions to enhance the effectiveness of the integrated operational teams. Furthermore, while their most positive impact has been felt during the start-up, expansion or crisis periods in the lifespan of a mission, the flexible use of resources made it possible to utilize team capabilities in less critical periods to support specialist areas, thereby reducing the need to seek additional resources in the military, police and support specialist areas.

11. The Advisory Committee was further informed that, for example, the first integrated operational team, which was initially set up for the African Union-United Nations Hybrid Operation in Darfur (UNAMID), was utilized, once the operation reached 70 per cent deployment, to serve both UNAMID and the United Nations Mission in the Sudan (UNMIS). Similarly, with the downsizing of the United Nations Interim Administration Mission in Kosovo (UNMIK) and the closing of the United Nations Observer Mission in Georgia (UNOMIG) in 2009, it was possible to temporarily assign the Team Leader of the Europe and Latin America Division in the Office of Operations to work on Afghanistan as an ad hoc arrangement, given the rapid tempo and fluidity of the situation on the ground. A periodic review of changing mission requirements is under way to address the support requirements of the United Nations Stabilization Mission in Haiti (MINUSTAH) in the aftermath of the earthquake in Haiti and the uncertainty concerning the future of the United Nations Mission in the Central African Republic and Chad (MINURCAT).

12. In addition, according to the Secretary-General, administrative, logistics, police, military and political officers are also being deployed flexibly in order to meet operational requirements either on the ground or at Headquarters. Following the earthquake in Haiti, several integrated operational team officers (political and support) from the Office of Operations were deployed to MINUSTAH on temporary mission assignment for periods of varying duration. However, the flexible deployment of military and police specialists has been more limited. The Advisory Committee was informed that consultations are under way with the military and police to review the optimal rank and number of military and police officers for

each individual integrated operational team and/or to clarify how and when military and police specialists can be more effectively utilized.

13. At present, eight integrated operational teams are functioning within the four regional divisions, as follows:

Africa Division I

- Sudan integrated operational team, covering UNMIS and UNAMID and the African Union-United Nations Joint Chief Mediator
- East Africa integrated operational team, covering MINURCAT and support to African Union peacekeeping capacity

Africa Division II

- Great Lakes integrated operational team, covering the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC)
- West Africa integrated operational team, covering the United Nations Operation in Côte d'Ivoire (UNOCI) and the United Nations Mission in Liberia (UNMIL)

Asia and Middle East Division

- Asia integrated operational team, covering the United Nations Integrated Mission in Timor-Leste (UNMIT) and the United Nations Military Observer Group in India and Pakistan (UNMOGIP)
- Middle East and Western Sahara integrated operational team, covering the United Nations Mission for the Referendum in Western Sahara (MINURSO), the United Nations Interim Force in Lebanon (UNIFIL), the United Nations Disengagement Observer Force (UNDOF) and the United Nations Truce Supervision Organization (UNTSO)
- Afghanistan integrated operational team, covering the United Nations Assistance Mission in Afghanistan (UNAMA)

Europe and Latin America Division

- Europe and Latin America, comprising a Haiti team and a Europe team (UNMIK and the United Nations Peacekeeping Force in Cyprus (UNFICYP))

14. The Advisory Committee was provided with organizational charts of the Office of Operations indicating the distribution of integrated operational team resources as at 24 March 2010 (see annex I). However, the Committee was informed that the structure and assignments shown therein serve only as a snapshot of a situation that can be expected to change as the emerging needs of MINUSTAH become clearer and the situation of MONUC and MINURCAT continue to evolve.

15. The Advisory Committee recalls some of the problems it envisaged with the integrated operational teams as originally proposed by the Secretary-General in the context of the restructuring of the Department of Peacekeeping Operations. These included the need for greater structural flexibility and the need to represent effectively, within the integrated operational team, the various functional areas, which seemed, in the Committee's view, incompatible with their being embedded in the Office of Operations. As indicated above, the Secretary-General states that the staff allocated to the integrated operational teams are often used to meet urgent

operational requirements. Furthermore, while their posts are budgeted in their offices of origin, they form an integral part of the Office of Operations. The Advisory Committee notes that the Committee on Peacekeeping Operations has requested that a report be provided no later than the end of 2010 on the implementation of the integrated operational teams (see A/64/19, para. 29). **The Advisory Committee is of the view that the report should address concerns related to the inherent rigidities of application of the concept and provide further evaluation and clarification as to the role, functions and composition of the integrated operational teams. It should also provide clarification concerning the division of labour and responsibilities within the Secretariat and on coordination and reporting mechanisms in order to ensure consistency and complementarity of effort.**

16. The Advisory Committee also notes from the Secretary-General's bulletins on the organization of the Department of Peacekeeping Operations, the Department of Field Support and the Department of Political Affairs that the delineation of core responsibilities has been sharpened (see ST/SGB/2010/1, ST/SGB/2010/2 and ST/SGB/2009/13). The Committee was informed that the division of labour between the Department of Peacekeeping Operations and the Department of Political Affairs could be more clearly defined and made more efficient by reaching agreement on a common set of principles, and that the in-depth thinking done in the context of the reports of the Secretary-General on peacebuilding in the aftermath of conflict (A/63/881-S/2009/304), on enhancing mediation and its support activities (S/2009/189) and on the New Horizons Study and the proposed global field support strategy (A/64/633) would inform the further review of the lead department policy and the roles of both the Department of Peacekeeping Operations and the Department of Political Affairs.

17. The Under-Secretary-General for Peacekeeping Operations, in his remarks of 22 March 2010 to the Advisory Committee, referred to the linkages between peacekeeping and peacebuilding and the various roles undertaken by peacekeeping operations in the process. These may include the direct delivery on peacebuilding tasks such as disarmament, demobilization and reintegration, mine action, police, corrections, justice and security sector reform and, at times and as mandated, the provision of support to critical areas where others are in the lead, such as socio-economic recovery. The Advisory Committee was informed that the Department of Peacekeeping Operations was developing a strategy to guide the identification, prioritization and sequencing of critical early peacebuilding tasks to be undertaken by peacekeepers and was refining its thinking on exit and transition from peacekeeping. In this connection, the Committee notes that the Secretary-General has proposed resources under the 2010/11 budget for the support account for a six-month consultancy to coordinate the consultative process and undertake the analysis required to finalize this strategy. **The Committee expects that all concerned stakeholders will be engaged in the deliberative process and that the Secretary-General will convey the results of the consultancy to the General Assembly.**

Evolution of the support account

18. The Advisory Committee recalls that the General Assembly, in its resolutions 61/279 and 62/250, requested the Secretary-General to submit a comprehensive report on the evolution of the support account at the second part of its sixty-third

session. In his report on the budget for the support account for peacekeeping operations for the period from 1 July 2009 to 30 June 2010 (A/63/767), the Secretary-General indicated that a study by external management consultants had been commissioned; a summary of the areas analysed and conclusions were provided in paragraphs 54 to 62 of the report (see also A/63/841, paras. 41-45).

19. The Secretary-General is proposing to follow up on the study on the evolution of the support account in order to develop a staffing model that would attempt to relate support account staffing needs to the size and nature of peacekeeping operations. Resources are requested for this purpose in the context of the 2010/11 proposed support account budget. **The Advisory Committee does not object to the Secretary-General's proposal for the engagement of an independent external management expert for this purpose and requests that the results be reported to the General Assembly (see para. 126 below).**

20. The Advisory Committee notes that the Secretary-General has provided a report on rejustification of posts financed under the support account for peacekeeping operations for the period from 1 July 2009 to 30 June 2010 (see A/64/697/Add.1 and 2), pursuant to the request contained in paragraph 28 of General Assembly resolution 63/287. The report supplements the information provided in the main document (A/64/697) and provides a summary of the following: the functions and organization at the level of department/office, including a description of the mandate/mission consistent with the Secretary-General's bulletins; the authorized staffing establishment of the support account by grade level for 2009/10; the workload distribution to achieve the mandate, including statistics to demonstrate the overall staffing requirements of the department/office; and other entities performing similar functions and the differences between those functions. Organization charts are also provided, including support account posts, number and level of general temporary assistance positions funded from the support account and posts funded from the regular budget. **The Advisory Committee had suggested that the Secretary-General undertake a rejustification of all posts under the support account. The Committee regrets that the Secretary-General's report is a compilation of existing posts and does not include information on significant transfers or reconfiguration among units or departments. The Committee had expected that a discussion among different offices in the Secretariat engaged in support functions would have taken place to review and reflect on the optimal structure to perform each function.**

21. The Advisory Committee notes that the impact of information and communications technology initiatives, including related business process improvements, requested by the General Assembly in paragraph 28 (f) of its resolution 63/287, will be addressed in the comprehensive review of those capacities throughout the Secretariat and that a report thereon will be submitted to the General Assembly at its sixty-fifth session. In addition, with regard to the request in paragraph 28 (g) of resolution 63/287 for information on the outcome of business process improvements, the report indicates that the Secretariat has introduced the business process improvement capacity-building programme, which incorporates Lean Six Sigma methodologies to develop a culture of continuous business improvements. The first phase of the capacity-building programme has been implemented, and the second phase is nearing completion. **A status update and an evaluation of the impact of the programme should be provided in the context of the next support account budget submission.**

22. The Secretary-General, in his overview report on the financing of peacekeeping operations (A/64/643) and his proposed budget for the support account for peacekeeping operations (A/64/697), provides information on the level of peacekeeping resources and the support account from 2005 to the present. The budget level for field missions for 2010/11 is projected at $7.9 billion, compared with $7.4 billion for 2009/10. The number of active peacekeeping missions remains at 16, while the number of special political and peacebuilding missions has decreased from 16 to 15. The Advisory Committee also notes that progress in Burundi has led to the handover of the management of the United Nations Integrated Office in Burundi (BINUB) from the Department of Peacekeeping Operations to the Department of Political Affairs, UNMIK has been reconfigured, with the European Union Rule of Law Mission in Kosovo assuming a number of tasks in the area of rule of law, UNMIL is proceeding with a gradual drawdown, UNMIT has started handing over primary policing responsibility to the national police, the liquidation of UNOMIG has been completed and the mission has closed, and the future of MONUC and MINURCAT is uncertain at present.

23. **The Advisory Committee has observed the continuous increase and strengthening of staffing and non-staffing resources as a result of successive reforms as well as on a regular annual basis. The Committee has consistently emphasized the need to pursue optimization of the use of managerial capacity and improvements in business processes to handle multiple tasks and functions with greater efficiency and ensure improved coordination between Headquarters and operations in the field. Furthermore, taking into account the benefits of initiatives and business processes, existing resource levels and management structures should be kept under review with a view to reassigning, redeploying and reducing the existing resources in order to streamline the backstopping of peacekeeping operations.**

III. Support account for peacekeeping operations

A. Performance report for the period from 1 July 2008 to 30 June 2009

24. The Advisory Committee recalls that the General Assembly, in its resolution 62/250, had approved support account resources in the amount of $273,992,800, for the period from 1 July 2008 to 30 June 2009, including 1,220 temporary posts (1,122 continuing and 98 new posts) and their related post and non-post requirements. Subsequently, the General Assembly, in its resolution 63/262, approved the establishment of the Office of Information and Communications Technology, with effect from 1 January 2009, and the transfer of a number of posts from other organizational units in the support account to the newly established Office. In addition, in sections II and IV of resolution 63/262, the General Assembly authorized the Secretary-General to enter into additional commitments for non-post resources under the support account for the period from 1 July 2008 to 30 June 2009 in a total amount of $8,479,100, comprising $7,050,000 for the enterprise resource planning project and $1,429,100 for the new primary data centre on the North Lawn at Headquarters. Accordingly, total support account resources approved for the period from 1 July 2008 to 30 June 2009 amounted to $282,401,900. A summary of major activities during the period in question is provided by the Secretary-General

in paragraphs 2 to 10 of his performance report on the budget of the support account for 2008/09 (A/64/611 and Add.1).

25. As indicated by the Secretary-General in the performance report, the expenditures for the period 2008/09 amounted to $271,963,600 gross ($246,057,300 net), resulting in an unencumbered balance of $10,438,300 gross ($10,123,400 net), or 3.7 per cent, in gross terms, of the approved resources for the period. A summary of resource performance by category and related explanations are provided by the Secretary-General in his report (see A/64/611, table 1, and paras. 11-18). The average vacancy rates for the performance report period were 15.4 per cent for the Professional and 10.7 per cent for the General Service categories.

26. The Advisory Committee notes that the unencumbered balance was attributable to underexpenditures for post resources ($5,295,100) and non-post resources ($5,143,200). The underexpenditure of $5.3 million (or 3 per cent) for posts is attributable mainly to recruitment delays in the Department of Peacekeeping Operations, resulting in higher than budgeted vacancy rates (16.2 per cent for the Professional and 4.6 per cent for the General Service categories) and in the Department of Management (20.4 per cent for the Professional and 10.4 per cent for the General Service categories), as well as delays in the identification and recruitment of suitable candidates for posts in the Office of Internal Oversight Services (OIOS), in particular, resident auditor posts in peacekeeping missions.

27. The $5.1 million (or 4.8 per cent) underexpenditure for non-post resources is the net result of reduced requirements, in particular under the following budget items:

(a) Other supplies, services and equipment ($5,606,900, or 37.4 per cent), related primarily to the delay in the implementation of the new system of administration of justice, which came into effect on 1 July 2009, and the recording of resources ($2,068,800) initially allocated under this budget item for the Procurement Task Force, under the corresponding expenditure categories;

(b) Official travel ($1,582,600 or 11.6 per cent), related mostly to lower than budgeted travel requirements for OIOS, in view of the lower number of allegations received from field missions; for the Department of Management, in view of the decrease in training-related travel resulting from the delay in the implementation of the planned International Public Sector Accounting Standards (IPSAS) training activities, limited staffing resources for HIV/AIDS training programmes, and a decrease in the actual number of field staff receiving procurement training compared with the planned programme; as well as reduced requirements for non-training-related travel, owing to the combining of various tasks within one trip.

28. These underexpenditures were mostly offset by additional requirements in respect of:

(a) General temporary assistance ($931,800, or 5.2 per cent), owing primarily to the extension until 30 June 2009 of six positions within the system of administration of justice in view of the delayed implementation of the system; and the establishment of six positions in the Office of Human Resources Management related to the implementation of the pilot projects on mobility and occupational networks for which no provision had been made in the budget;

(b) Information technology requirements ($414,500, or 1.5 per cent) and medical requirements ($409,000, or 1.2 per cent).

29. **The Advisory Committee notes the factors underlying the underexpenditures and urges the continued application of prudent judgement in the utilization of resources.**

30. In its report on the budget of the support account for 2007/08 (A/63/841), the Advisory Committee indicated its expectation that future performance reports would reflect more details on the activities of tiger teams in their respective functional areas. The Committee notes that during the 2008/09 reporting period, five teams for staffing selection were deployed to MINURCAT, support of AMISOM, UNAMA, UNAMID and UNMIS, and that six teams for career development were deployed to the United Nations International Independent Investigation Commission, the United Nations Integrated Office in Sierra Leone, the United Nations Mission in Ethiopia and Eritrea, UNMIK, the United Nations Mission in Nepal and UNOMIG. The Committee provided detailed comments and recommendations on the use of tiger teams in its report on cross-cutting issues (see A/64/660, paras. 41-42).

31. The comments of the Advisory Committee on the information contained in the performance report on individual objects of expenditure can be found, where relevant, in the discussion of the proposed budget for the period from 1 July 2010 to 30 June 2011 in section III below.

32. **With regard to the actions proposed by the Secretary-General in section III of the performance report (A/64/611), see paragraph 194 below.**

B. Updated financial information in respect of the current period

33. The Advisory Committee recalls that the General Assembly, in its resolution 63/287, approved an amount of $294,030,900 gross for support account post and non-post resources for the period from 1 July 2009 to 30 June 2010 and a total staffing establishment of 1,245 support account temporary posts. Those amounts exclude the additional amounts approved by the General Assembly in its resolution 63/269 for the secondary data centre ($2,031,860) and its resolution 64/243 for the enterprise resource planning project ($28,516,500), to be funded under the support account budget for the period from 1 July 2009 to 30 June 2010. In this connection, the Committee recalls that the General Assembly decided that the funds for the secondary data centre would be absorbed within existing resources (see resolution 63/269, para. 12). With regard to the enterprise resource planning project, the General Assembly authorized the Secretary-General to enter into commitments in respect of the support account share of the system and requested him to report on related expenditures in the context of the performance report for the period 2009/10 (see resolution 64/243, para. 115).

34. Upon enquiry, the Advisory Committee was informed that, as at 9 March 2010, projected support account expenditure for the period ending 30 June 2010 was estimated at $287,283,600 (see annex II). This would result in an unencumbered balance of $6,747,300, or 2.3 per cent, of the total appropriation at the end of the financial period.

35. Of the 1,245 currently approved posts (841 Professional, 401 General Service and 3 Security Service), a total of 1,115 were encumbered as at 28 February 2010

(739 Professional, 373 GS and 3 Security Service), indicating vacancy rates of 12.1 per cent for the Professional and 6.9 per cent for the General Service and other categories.

C. Proposed cost estimates for the period from 1 July 2010 to 30 June 2011

1. General

36. The Secretary-General, in his report on the budget for the support account for 2010/11 (A/64/697), estimates resources at $313,891,800 gross, which would provide for the staffing of 1,314 temporary support account posts and non-post resources. That amount excludes resource requirements related to the enterprise resource planning project in the amount of $57,033,000 for the 2010/11 period proposed to be funded from the support account, pursuant to General Assembly resolution 64/243.

37. The resources proposed for the period from 1 July 2010 to 30 June 2011 represent an increase, in gross terms, of $19,860,900, or 6.8 per cent, over the total amount approved for the period from 1 July 2009 to 30 June 2010 of $271,963,600.00. Taking into account requirements for enterprise resource planning, the proposed amount represents an increase, in net terms, of $46,053,700, or 15.6 per cent. The Advisory Committee recalls that the estimates for the enterprise resource planning project will be reviewed by the Secretary-General and submitted in a second progress report to the General Assembly at the main part of its sixty-fifth session.

38. The increase of $19.8 million (excluding enterprise resource planning resources) is owing mainly to additional requirements for posts ($17.8 million), in view of the increase in standard salary costs, the full costing of 63 posts approved in 2009/10 and 73 new posts proposed for 2010/11, as well as an increase in non-post resources ($2 million) (see para. 43 below).

39. The Advisory Committee notes that the proposed resources include requirements related to the peacekeeping share of the maintenance of the secondary data centre ($1.2 million), in accordance with General Assembly resolution 64/228, and resource requirements related to the after-service health insurance costs of retirees from peacekeeping missions ($8 million).

40. The resource estimates for the 1,314 proposed posts (889 Professional, 422 General Service and 3 Security Service) amount to $201,482,800, reflecting an increase of $17,794,000, or 9.7 per cent, over the resources appropriated for 2010/11. The support account proposal seeks 73 new posts, of which 12 are positions currently funded under general temporary assistance that are proposed to be converted to posts. The additional posts proposed include:

(a) Twenty-five posts in the Department of Peacekeeping Operations, comprising 21 new posts and 4 posts proposed to be converted from general temporary assistance funding;

(b) Eight posts in the Department of Field Support, comprising five new posts and three posts proposed to be converted from general temporary assistance funding, as well as five posts proposed to be transferred from UNLB;

(c) Twenty-eight posts in the Department of Management, comprising 23 new posts and 5 posts proposed to be converted from general temporary assistance funding;

(d) Ten posts in OIOS;

(e) One post in the Office of the Ombudsman;

(f) One post in the Department of Safety and Security;

The recommendations of the Advisory Committee on those proposals are contained in its discussion of the organizational units to which they relate.

41. The Advisory Committee notes that standard salary costs for New York are applied to posts at Headquarters, that standard salary costs for Vienna and Nairobi are applied to the respective regional investigation hubs, and that mission-specific costs are applied to resident auditor posts. Furthermore, in costing requirements, on the basis of the Advisory Committee's recommendation (see A/63/841, para. 52), vacancy rates of 12 per cent and 7 per cent have been applied to continuing posts in the Professional and General Service categories, respectively, and of 65 per cent and 50 per cent for new posts in the Professional and General Service categories, respectively. As for general temporary assistance positions, vacancy rates of 7 per cent and 5.2 per cent have been applied to continuing positions of 12 months duration in the Professional and General Service categories, respectively. Vacancy rates of 25 per cent and 12.5 per cent for positions in the Professional and General Service categories, respectively, have been applied to new general temporary assistance positions of 12 months duration.

42. The Advisory Committee notes further that, in line with the request made by the General Assembly in its resolution 63/287, information is provided in the report on the full annual costs of the proposed additional posts for the subsequent budget, with the application of the projected vacancy rates for the 2010/11 period for continuing posts (12 per cent for Professional and 7 per cent for General Service staff). As indicated in paragraph 27 of the report of the Secretary-General, the full resource requirements for posts would amount to $206,255,800, representing an increase of $4,773,000, or 2.3 per cent, compared with the amount of $201,482,800 budgeted for 2010/11.

43. Proposed non-post resources total $112,409,000, reflecting an increase of $2,066,900, or 1.9 per cent, over the resources approved for 2009/10, as shown in the table below:

(United States dollars)

Category	*2009/10 (approved)*	*2010/11 (proposed)*	*Variance*	*Percentage*
General temporary assistance	19 618 500	23 917 200	4 298 700	21.9
Consultants	6 049 600	4 595 500	(1 454 100)	(24.0)
Official travel	17 307 000	17 992 400	685 400	4.0
Facilities and Infrastructure	21 548 300	23 898 700	2 350 400	10.9
Communications	2 684 200	2 671 600	(12 600)	(0.5)
Information technology[a]	29 726 300	24 874 700	(4 851 600)	(16.3)

Category	*2009/10 (approved)*	*2010/11 (proposed)*	*Variance*	*Percentage*
Medical	203 500	200 000	(3 500)	(1.7)
Other supplies, services and equipment	13 204 700	14 258 900	1 054 200	8.0
Total	**110 342 100**	**112 409 000**	**2 066 900**	**1.9**

[a] The apportionment for 2009/10 does not include the additional amount of $2,031,860 for the secondary data centre approved by the General Assembly in its resolution 63/269, which will be absorbed within existing resources.

44. A brief summary of the variances is included in paragraphs 20 to 26 of the budget document (A/64/697), and the budget parameters used in the costing exercise are summarized in paragraphs 34 to 39. While the overall increase in non-post resources is 1.9 per cent, the Advisory Committee notes that the provisions for general temporary assistance and facilities and infrastructure are increasing substantially and that the overall increase appears modest because of the decrease in the provision for information technology.

45. The Advisory Committee notes that the increase in resources for general temporary assistance ($4,298,700, or 21.9 per cent), reflects the continuation of positions approved for 2009/10 for which lower vacancy rates are applied (see para. 41 above) and the proposed establishment of 30 new positions. **The Committee emphasizes that the criteria for general temporary assistance funding should be adhered to, namely, that it should be used in exceptional and/or peak workload circumstances or for replacement of staff on maternity or sick leave (see A/63/841, para. 56). General temporary assistance funding should not be sought for functions of a continuing nature or for long periods. Requests should not be resubmitted repeatedly, nor should recommendations in favour of such funding for a specific period necessarily lead to the expectation of conversion to a post for the next budget period. The Committee referred to this matter in the context of cross-cutting issues in its general report on the administrative and budgetary aspects of the financing of United Nations peacekeeping operations (see A/64/660, para. 48).**

46. Increases are also reflected for facilities and infrastructure ($2,350,400, or 10.9 per cent) related to the office space required for the proposed new posts; other supplies, services and equipment ($1,054,200, or 8 per cent), owing mostly to the provisions made for conference services in support of the meeting of the Working Group on Contingent-owned Equipment, to be held in 2011, translation of training materials and the proposed reclassification of posts; and official travel ($685,400, or 4.0 per cent), owing mostly to increased transportation costs associated with staff travel in support of peacekeeping operations, needs assessment, provision of advice and evaluation of support activities, technical and logistical support, as well as training of peacekeeping personnel.

47. These increases are mostly offset by, inter alia, a decrease in the resources proposed for information technology ($4,851,600, or 16.3 per cent), reflecting the reduction in requirements associated with the stage of implementation and development of certain information technology projects developed or implemented for peacekeeping operations and one-time acquisition costs related to the enterprise

content management and customer relationship management solutions; and those proposed for consultants ($1,454,100, or 24.0 per cent). An analysis and summary of the requirements for consultants is provided in paragraphs 28 to 29 of the report of the Secretary-General (A/64/697). The Advisory Committee notes that the resources relate primarily to the Office of Programme Planning, Budget and Accounts ($1,332,000) for IPSAS implementation; the Policy, Evaluation and Training Division ($969,100) for the development and conduct of specialized training programmes on substantive areas of peacekeeping operations; the Ethics Office ($673,900) for the review of staff files in connection with the financial disclosure programme; and OIOS ($578,000) mostly in support of work related to the Inspection and Evaluation Division and the Internal Audit Division.

48. **In making its recommendations on the support account proposals for 2010/11 on post and non-post requirements, the Advisory Committee has taken into account what has been indicated in paragraph 23 above, its judgement of what is required to support operations on the ground on the basis of the information and justification provided and of existing capacity devoted to a particular existing or proposed function. Its recommendations with respect to specific offices are contained in paragraphs 49 to 186 below. The Committee further notes that its recommendations regarding the proposed posts also have an impact on operational costs, which is indicated in paragraph 192 below.**

2. Detailed recommendations

(a) Department of Peacekeeping Operations

49. The overall requirements proposed for the Department of Peacekeeping Operations for 2010/11 in the amount of $92,380,900 reflect an increase of $7,122,200, or 8.4 per cent, over the resources approved for 2009/10. The Advisory Committee was informed that the support account proposals for the Department of Peacekeeping Operations for 2010/11 emphasized the following:

(a) Enhancing the safety and security of military, police and civilian personnel serving in field missions;

(b) Strengthening external relations and internal communications through the use of new electronic media and other techniques;

(c) Building a capacity to effectively manage strengthened accountability mechanisms;

(d) Enhancing strategic partnership capabilities;

(e) Seeking to fill personnel gaps in the areas of rule of law, disarmament, demobilization and reintegration, security sector reform and mine action;

(f) Continuing to develop rapid deployment capacities, building on the Standing Police Capacity and complementing it with a small component of justice and corrections experts.

50. The increase of $7.1 million is attributable mainly to additional requirements for posts ($6,633,600), owing to the delayed impact of previously approved posts, as well as the proposed establishment of 25 additional posts for the 2010/11 period. The number of support account posts proposed for the Department of Peacekeeping Operations for 2010/11 is 450 (349 Professional and 101 General Service). Twenty-five additional posts are proposed (3 P-5, 6 P-4, 5 P-3 and 11 GS (OL)). Four of

them, which were previously funded under general temporary assistance, are now proposed for conversion to posts.

51. An increase in the amount of $488,600 is also proposed under non-post resources. The increase is the net result of additional requirements proposed under other supplies, services and equipment ($642,800), general temporary assistance ($174,000), official travel ($122,200); mostly offset by reduced requirements for consultants ($554,900).

(i) Office of the Under-Secretary-General

52. The increase in the amount of $1,263,900 (8.4 per cent) over the resources approved for 2009/10 of $15,011,800 is related mainly to additional requirements for posts ($587,700), reflecting increased costs for 66 continuing posts and 6 proposed new posts, as well as additional non-post requirements ($676,200).

Posts

53. In order to enhance safety and security capacity (see para. 49 (a) above), it is proposed to redeploy the post of Senior Security Coordination Officer (P-5), currently approved in the Situation Centre as Focal Point for Security to both the Department of Peacekeeping Operations and the Department of Field Support DFS, to the Office of the Under-Secretary-General for Peacekeeping Operations. The incumbent of the post would report directly to the Under-Secretary-General through the Chief of Staff. As indicated, the redeployment would enhance the timeliness of communication and security advice as well as monitoring by the Chief of Staff, as field safety and security is considered a shared resource (see A/64/697, paras. 52-53). The Advisory Committee notes that the enhancement of the security and safety capacity also includes the proposed establishment of two new posts (1 P-4 and 1 GS (OL)), as well as general temporary assistance funding for three positions (2 P-4 and 1 GS (OL)) (see paras. 54 and 59 below). **For the reasons provided in the report, the Advisory Committee recommends acceptance of the proposal to redeploy the post of Senior Security Coordination Officer (P-5).**

54. It is proposed that two new posts for a Field Safety Officer (P-4) and an Administrative Assistant (General Service (Other level)) be established in the Office of the Under-Secretary-General (A/64/697, paras. 54-58). The incumbent of the Field Safety Officer post would develop a comprehensive Department of Peacekeeping Operations/Department of Field Support-related policy and a generic field safety programme template, provide guidance to support areas, field operations and Member States (troop- and police-contributing countries). The incumbent of the Administrative Assistant post would support the development of a field safety database. **The Advisory Committee recommends against the acceptance of these two posts. The functions should be covered by the Security Coordinator in cooperation and coordination with the Department of Safety and Security (see also para. 59 below).**

55. It is proposed that a post of Programme Officer (P-4) be established, the incumbent of which would support the strengthening of programme management processes and practices in the Department of Peacekeeping Operations, the Department of Field Support and field operations and provide methodological assistance with regard to the development of performance compacts and assessments for heads and deputy heads of mission (see A/64/697, paras. 59-62). **The Advisory**

Committee considers leadership, performance management and accountability to be fundamental ongoing requirements. It therefore recommends against the acceptance of this post; the functions should be accommodated from within existing capacity.

56. It is proposed that two posts of Associate Administrative Officer (P-2) and Administrative Assistant (General Service (Other level)) be established in the Executive Office, a resource shared by both the Department of Peacekeeping Operations and the Department of Field Support (see A/64/697, paras. 63-64). The request is made on the basis of the increase in workload of the Executive Office related to budget, finance and human resources tasks, as well as administrative functions, as shown in the statistics provided therein. **The Advisory Committee recommends acceptance of the two posts requested (1 P-2 and 1 GS (OL)) for the Executive Office to provide budgetary, financial and administrative support functions for the Departments of Peacekeeping Operations and Field Support.**

57. In the Public Affairs section, it is proposed that a post of Internal Communication Officer (P-3) be established and that the post of Associate Public Affairs Officer be reclassified from the P-2 to the P-3 level (see A/64/697, paras. 66-68). The current capacity of the Section includes five support account posts (1 P-5, 1 P-4, 1 P-2, 2 GS (OL)). The incumbent of the Internal Communications Officer post would be expected to provide a permanent capacity to develop and implement a unified internal communications programme. The reclassification is proposed not only as a result of an increase in the workload in support of additional senior management in media relations activities, but also activities requiring responsibilities at higher levels with less supervision. **The Advisory Committee does not object to the proposed reclassification of the post of Associate Public Affairs Officer from the P-2 to the P-3 level. However, the Committee is not convinced of the need for permanent capacity to carry out the functions of the proposed additional post at the P-3 level, which should be provided through existing capacity in the Section or through temporary reassignment from either the Department of Peacekeeping Operations or the Department of Field Support, as the need may arise.**

Non-post resources

58. The non-post resources proposed in the amount of $5,980,700, an increase of $676,200, or 12.7 per cent, compared with the resources appropriated for 2009/10, mostly reflect additional resources proposed for general temporary assistance ($224,100) and official travel ($265,500).

59. The requirements for general temporary assistance in the amount of $478,100 include the following:

(a) Three positions in the Office of the Chief of Staff, one for a Field Safety Officer (P-4) position for 8 months, the incumbent of which would support the incumbent of the proposed new post of Field Safety Officer (see para. 54 above) in the development of policy, guidance and templates for the development and delivery of field safety courses; a second for an Organizational Resilience Officer (P-4), the incumbent of which would develop resilience plans and programmes in the areas of crisis response and business continuity and assist field operations in this regard; and the third for an Administrative Assistant (General Service (Other level)), the

incumbent of which would provide administrative support in connection with the resilience activities (see A/64/697, paras. 71-75);

(b) Two general temporary assistance positions (1 P-3, 1 GS (OL)), for four months each in the Executive Office, to replace staff on maternity and long-term sick leave (see A/64/697, para. 76).

The Advisory Committee believes that the replication of functions and structures within the Organization should be avoided in order to ensure better delivery of service. In this connection, the Committee recalls that the General Assembly recently provided resources for business continuity purposes as well as for emergency preparedness (see resolutions 64/243 and 64/260). The Committee therefore recommends against the three positions (2 P-4, 1 GS (OL)) requested for the Office of the Chief of Staff. The Committee recommends acceptance of the short-term general temporary assistance requested for maternity/sick leave replacement.

60. The resources proposed for travel in the amount of $800,800 reflect an increase of $265,500 (or 49.6 per cent). In view of the magnitude of the increase, as well as the recommendations made in the paragraphs above on posts and general temporary assistance, the Advisory Committee recommends that the resources proposed for travel be reduced to $700,800 (a $100,000 reduction).

(ii) Office of Operations

61. The resources proposed for the Office of Operations for 2010/11 in the amount of $14,669,800 reflect an increase of $1,312,900, or 9.8 per cent, over the resources approved for 2009/10. This is due mostly to additional requirements for posts ($976,000), in view of increased standard costs for 78 continuing posts, as well as additional requirements for general temporary assistance ($308,500), including proposals for the funding of two continuing and five new positions.

Non-post resources

62. The non-post resources proposed in the amount of $1,735,100 (an increase of $336,900 compared with the amount appropriated for 2009/10) mostly reflect additional requirements for general temporary assistance ($308,500). The Advisory Committee notes that resources are requested for the continuation of two positions in the Africa I Division, one for a Coordination Officer (P-4) and the other for a Team Assistant (General Service (Other level)) (see A/64/697, paras. 92-93). The incumbents of the positions provide support, serving as focal points for information-sharing and coordinating with other Departments within the Secretariat on United Nations support to capacity-building for African peacekeeping. **In the light of the ongoing review of the arrangements with a view to rationalizing the support structure to the African Union (see A/64/697, para. 93, and para. 7 above), the Advisory Committee recommends acceptance of the continuation of the two general temporary assistance positions (1 P-4, 1 GS (OL)).**

63. General temporary assistance funding is also proposed for five positions currently funded under the budget in support of AMISOM for the Somalia Coordination and Planning Team, which includes one Principal Officer (D-1), two Political Affairs Officers (1 P-4, 1 P-3), one Military Maritime Officer (P-3), and one Administrative Assistant (General Service (Other level) (see A/64/697, paras. 94-96)).

The team maintains updated contingency plans to enable deployment of a United Nations peacekeeping operation in line with the Security Council resolutions 1863 (2009) and 1872 (2009). The Advisory Committee recalls that the Team was planned to be reduced from a total staffing of 11 to the 5 positions requested (see A/64/509, para. 34). **Pending the review requested on all activities in connection with the support of AMISOM in order to explore opportunities for consolidation and streamlining, the Advisory Committee recommends acceptance of the proposed transfer from the budget in support of AMISOM into the support account budget of the five positions (1 D-1, 1 P-4, 2 P-3, 1 GS (OL)) for the Somalia Coordination and Planning Team (see paras. 7 and 92 of the present report).**

(iii) Office of Military Affairs

64. The requirements for the Office of Military Affairs for 2010/11 amount to $25,558,100. The increase in resources of $882,700 (or 3.6 per cent, compared with the appropriation for 2009/10) is related mostly to requirements for posts, taking into account increased standard costs for 132 continuing posts and related costs for 4 proposed new posts.

Posts

65. It is proposed that four additional Administrative Assistant posts (General Service (Other level) be established, the incumbents of which would provide support for the Office of the Military Adviser, the Current Military Operations Service, the Military Planning Service and the Force Generation Service (see A/64/697, paras. 104-106). The Advisory Committee notes that three of the proposed posts are resubmissions, on which the Committee had recommended in favour (see A/63/841, para. 73). **Given the workload involved, the Advisory Committee again recommends the acceptance of three of the General Service (Other level) posts out of the four proposed.**

66. It is proposed that three seconded officer posts (Assessments Officer (P-4), Policy and Doctrine Officer (P-4) and Planning Officer (P-4)) be reclassified to civilian posts (see A/64/967, para. 107). The conversion to posts is sought in order to maintain institutional knowledge, streamline management processes, improve compliance with administrative procedures, and introduce and monitor improvements to the planning process in the longer term. The Advisory Committee was informed that of the 116 currently authorized Professional posts, the incumbents of 110 of them were active military officers recruited by the United Nations on a secondment basis, with an average rotation after three years of service. Upon the establishment of the Office of Military Affairs, a civilian post was authorized for each Service to ensure continuity of effort and institutional memory. The Committee recalls that in 2007/08, the Office was strengthened and reorganized. The posts requested for conversion are for the Military Planning Service and two teams in the Office of the Military Adviser, which currently have no civilian staff. **While the Advisory Committee recognizes the need for continuity and institutional knowledge, it is of the opinion that this can be achieved through the existing staffing model of the Office, for example, extending the length of service of seconded personnel, as well as other means, such as the use of information technology and knowledge management tools, without affecting the current structure or make-up of the Office of Military Affairs. The Committee is not in a position, at this time, to recommend acceptance of this proposal and**

recommends that the Secretary-General provide further analysis and justification for this proposal, bearing in mind the current number and allocation of seconded officers among troop-contributing countries.

(iv) Office of Rule of Law and Security Institutions

67. The resources proposed for 2010/11 in the amount of $19,115,100 (a net increase of $2,726,600, or 16.6 per cent, over the resources approved for 2009/10) reflect an increase in the requirements for posts of $3,104,200 and a reduction in the requirements for non-post resources of $377,600. The variance in post resources reflects costs related to the continuation of 96 posts (including 21 additional posts provided for 2009/10) and 9 proposed new posts.

68. The Advisory Committee was informed that in order to address police, justice and corrections needs, the Office has advocated a three-year phased approach, beginning in 2009/10 and lasting into the end of the budget period 2011/12, to meet the challenges in those three linked and mutually supportive areas, and to prioritize and rationalize requests. The Committee recalls that, by its resolution 63/287, the General Assembly had approved the strengthening of the capacity of the Police Division (19 additional posts) and enhancement of the managerial capacity of the Criminal Law and Judicial Advisory Service (1 D-1).

Posts

Disarmament, Demobilization and Reintegration Section

69. It is proposed that a Programme Officer post (P-3) be established in the Disarmament, Demobilization and Reintegration Section, the incumbent of which would provide capacity to conduct monitoring, data collection and evaluation of disarmament, demobilization and reintegration programmes in the field (A/64/697, paras. 115-117). **Given the growth in the workload related to the provision of support for disarmament, demobilization and reintegration programmes and the importance of the functions proposed, the Advisory Committee recommends acceptance of the post proposed for a Programme Officer (P-3).**

Criminal Law and Judicial Advisory Service

70. The Criminal Law and Judicial Advisory Service supports activities related to the three main components of the rule of law (strengthening the legal, judicial and prison systems) in 11 peace operations at present. It currently comprises 12 posts (1 D-1, 1 P-5, 6 P-4, 2 P-3, 2 GS (OL)). The workload of the Service is divided into three teams: a Policy Cell (1 Officer), a Justice Team (4 Officers) and a Corrections Team (4 Officers). Three new posts are requested for the Service for 2010/11, as follows (see A/64/697, paras. 118-123):

(a) A Senior Policy Officer post (P-5), the incumbent of which would manage and guide the Policy Cell, given the increasing number of requests from the field for standards and technical guidance on justice and corrections, including guidelines on prison administration, justice sector mapping and other areas;

(b) A Judicial Officer post (P-4), the incumbent of which would possess expertise in Islamic law, reflecting the importance of its application in the programmes of such missions as UNAMID, UNMIS, UNAMA and support of AMISOM;

(c) A Corrections Officer post (P-3), the incumbent of which would focus on the deployment of corrections officers to field operations, including setting up a recruitment regime for secondment of corrections personnel from Member States and ensuring full predeployment training.

The Advisory Committee recommends acceptance of the Senior Policy Officer post (P-5). Pending determination of longer-term needs in this regard, the Committee recommends that the functions of the Judicial Officer (P-4) and the Corrections Officer (P-3) be provided through general temporary assistance funding.

Police Division

71. As indicated by the Secretary-General in his report, the staffing establishment of the Police Division comprises 53 Professional and 9 General Service (Other level) posts. They include 19 additional posts (1 P-5, 10 P-4, 6 P-3, 2 GS (OL)) provided in 2009/10 to strengthen the capacity of the Division.

72. It is proposed that a new Criminal Information Analysis Officer post (P-4) be established in the Strategic Policy and Development Section, the incumbent of which would provide dedicated capacity to handle analysis of police and other law enforcement-related criminal information received from police components in field operations (see A/64/697, paras. 126-129). The Advisory Committee recalls that it had recommended against a similar request in the budget submission for 2009/10, in view of existing capacity within the United Nations system, in particular, in the United Nations Office on Drugs and Crime. Furthermore, as at 28 February 2010, 8 posts out of the 32 posts at the P-4 level authorized for the Division were vacant. **The Advisory Committee reiterates its recommendation against the acceptance of the Criminal Information Analysis Officer post (P-4).**

73. It is proposed that three Administrative Assistant posts (General Service (Other level)) be established, one for the Office of the Police Adviser and two for the Mission Management and Support Section (see A/64/697, paras. 130-131). The incumbents of the posts would support inspection and audit functions and perform administrative tasks associated with the assessment, deployment and rotation of formed police units. The Committee notes that the Office currently has nine General Service (Other level) posts. **The Advisory Committee recommends acceptance of two of the Administrative Assistant posts (GS (OL)) out of the three requested.**

Mine Action Service

74. It is proposed that a Finance and Budget Officer post (P-3) be established in the Mine Action Service (see A/64/697, paras. 133-134). The Advisory Committee was informed that the incumbent of the post would manage funds received from both the assessed budget and the Voluntary Trust Fund for Assistance in Mine Action. **The Committee is of the opinion that the functions of the proposed post should be covered from existing capacity, which includes five posts financed from the support account (1 P-4, 3 P-3, 1 GS (OL)) and 22 posts funded from the voluntary trust fund (1 D-2, 3 P-5, 5 P-4, 6 P-3). The Advisory Committee recommends against the establishment of the Finance and Budget Officer post (P-3) requested for the Mine Action Service.**

Non-post resources

75. The provision for non-post resources in the amount of $1,757,500 reflects a decrease of $377,600, or 17.7 per cent. The decrease is owing to the reduction in consultancy funds ($587,200) provided for 2009/10 in relation to the implementation of the United Nations Rule of Law Indicators initiative (see A/63/767, para. 161). **The Advisory Committee recommends acceptance of the resources proposed for the Office.**

(v) Policy, Evaluation and Training Division

76. The resources proposed for the Policy, Evaluation and Training Division for 2010/11 amount to $16,762,200, reflecting an increase of $936,100, or 5.9 per cent, compared with the amount approved for 2009/10. The net increase includes additional resources for posts ($1,098,800), owing to the related costs for 53 continuing and 6 proposed new posts, including the conversion to posts of 4 positions currently funded from general temporary assistance; as well as a reduction in non-staff resources ($162,700).

Posts

77. Five additional posts are requested for the Partnerships Team, including the conversion of three positions currently funded under general temporary assistance, as follows:

(a) It is proposed to convert three positions in the Partnerships Team that are currently funded under general temporary assistance to posts for a Senior Coordination Officer (P-5), a Coordination Officer (P-4) and the Team Assistant (General Service (Other level)) (see A/64/697, paras. 152-157). The current capacity includes one support account post at the P-4 level. As indicated in the budget document, the conversion to posts is requested given the continuing and growing workload in supporting ongoing responsibilities and implementing new ones;

(b) It is proposed that two new posts be established, one for a Senior Partnerships Liaison Officer (P-5) and the other for an Administrative Assistant (General Service (Other level)) to establish a capacity in Brussels for liaison with the European Union (see A/64/697, paras. 155-156). As indicated, given that the European Union has deployed military and civilian crisis management/peacekeeping operations, as part or alongside peacekeeping operations, provided critical humanitarian and development assistance and capabilities in the areas of governance, rule of law and administration where peacekeeping operations are deployed, it is proposed to establish a presence in Brussels for liaison and cooperation.

The Advisory Committee recommends acceptance of the proposed conversion of the three positions (1 P-5, 1 P-4, 1 GS (OL)) for the Partnerships Team and of the two new posts (1 P-5, 1 GS (OL)) requested for liaison capacity with the European Union in Brussels. The Committee has noted the inconsistent use of the term "partnerships", which sometimes refers to interaction between the United Nations and recognized partners under the terms of General Assembly resolution 60/1, and other times to entities both within and outside the Secretariat. The Committee continues to be of the opinion that the concept requires clarification (see A/64/7, para. II.10 and A/64/660, para. 21).

78. It is proposed that one Child Protection Adviser position be converted from general temporary assistance to a post at the P-4 level to ensure the integration of the protection, rights and well-being of children affected by armed conflict into all aspects of peacekeeping policies and programmes at Headquarters and in support of the work, policy, guidance and training of 100 Child Protection Advisers in 10 field operations (see A/64/697, paras. 158-162). **The Advisory Committee recommends acceptance of the proposal regarding the Child Protection Adviser post (P-4).**

Non-post resources

79. The non-post resources proposed for the Policy, Evaluation and Training Division in the amount of $6,746,900 reflect a net decrease of $162,700 (2.4 per cent) compared with the resources approved for the period 2009/10. The decrease includes reductions in requirements for general temporary assistance ($394,200) and official travel ($322,700), mostly offset by an increase in resources proposed for other supplies, services and equipment ($529,500).

80. The reduction in the resources proposed for general temporary assistance reflects the proposed conversion of four positions to posts indicated in paragraphs 77 and 78 above. Requirements in the amount of $1,060,300 include the proposed continuation of two Coordination Officer positions (2 P-3) in the Peacekeeping Best Practices Section (Guidance Team) to provide support in the development of departmental policies, standard operating procedures, critical guidance for field operations and the conduct of training (see A/64/697, paras. 165-167); the continuation of two Training Officer positions (1 P-4, 1 P-3) in the Integrated Training Service to continue the support to the senior mission administration and resource training programme (see A/64/697, paras. 168-169); as well as the establishment of two new Training Coordination Officer positions (2 P-4) in the Integrated Training Service to support the implementation of the training and development policy in the Logistics Support Division of the Department of Field Support, which encompasses specific substantive and training requirements related to the rule of law and security institutions (see A/64/697, paras. 170-171). The Advisory Committee has made comments in connection with the senior mission administration and resource training programme in its report on cross-cutting issues and recommended an assessment of the effectiveness of the programme in training staff for the functions involved, as well as evidence of improved performance of staff in the field (see A/64/660, para. 68).

81. **The Advisory Committee recommends acceptance of the proposed continuation of the general temporary assistance positions for the Peacekeeping Best Practices Section (2 P-3) and the Integrated Training Service (1 P-4, 1 P-3) to continue support to the senior mission administration and resource training programme, as well as of the new (P-4) position to support the implementation of the training and development policy in the Logistics Support Division. The Committee is of the opinion that the training related to rule of law and security institutions should be provided from existing capacity in the Service and recommends against the positions requested.**

82. The resources proposed for travel in the amount of $3,307,400, a decrease of $322,700 compared with the resources approved for 2009/10, are detailed in paragraphs 174 to 180 of the report. The variance is attributable to the change in the methodology for planning and conducting the senior mission administration and

resource training programme. **Bearing in mind the recommendation for approval of the proposed liaison presence in Brussels in paragraph 77 above, if approved, the requirements for travel should be reduced by an amount of $22,000.**

83. The variance in the requirements for other supplies, services and equipment (an increase of $529,500) is owing to the need to translate training materials into all official languages of the United Nations, as requested by Member States.

(b) Department of Field Support

84. The overall resources proposed for the Department of Field Support in the amount of $85,491,800 reflect an increase of $4,784,000 (or 5.9 per cent) over the resources approved for 2009/10. Most of the increase relates to posts ($3,020,000), owing to increased standard costs, the computation of the requirements for the 13 posts approved in the 2009/10 period (vacancy factors of 12 per cent for Professional staff and 7 per cent for General Service staff are applied for continuing posts, instead of the factors of 65 per cent and 50 per cent applied to both categories of staff, respectively, for new posts) and a total of 8 proposed additional posts; other supplies, services and equipment ($1,954,400) for servicing the 2011 meeting of the Working Group on Contingent-Owned Equipment; general temporary assistance ($784,400), in view of the request for the funding of 19 positions proposed to be continued in 2010/11 and 7 new positions; and official travel ($621,200), related mostly to resources proposed in the Field Budget and Finance Division for the 2011 meeting of the Working Group on Contingent-Owned Equipment. These increases are offset by reduced requirements for consultants ($605,800); information technology ($753,200); and communications ($237,000).

85. The Committee was informed that the main elements of the Department's support account budget proposals for 2010/11 are the following:

(a) Implementation of the proposed global field support strategy;

(b) Ensuring enterprise resource planning coordination and support on specific field-based support packages;

(c) Strengthening the Audit Response and Board of Inquiry Section;

(d) Transfer of the funding for the support of AMISOM Headquarters Support Team from the support of AMISOM budget to the support account budget;

(e) Strengthening the Department's capacity to address issues of misconduct;

(f) Strengthening capacity in support of implementation of IPSAS with the Department of Management;

(g) Redeployment of the Field Central Review Body to UNLB, as part of the delivery of integrated global service support closer to field missions.

(i) Office of the Under-Secretary-General

86. The resources proposed for 2010/11 amount to $10,651,800 (an increase of $1,355,700, or 14.6 per cent). The increase is owing primarily to additional requirements for posts ($488,100), in view of four additional posts proposed, and additional requirements for general temporary assistance ($846,900), in view of the funding of five new positions requested.

Posts

87. The Advisory Committee notes that it is proposed to establish a Programme Implementation Coordination Team to support all activities related to the planning, coordination, execution and reporting on the proposed global field support strategy. The Committee notes, as indicated in its report (A/64/660), that the team would comprise: a Team Leader position (D-1), proposed to be funded under general temporary assistance, the incumbent of which would steer the implementation of the process at its initiation phase; a Senior Programme Officer (P-5), the incumbent of which would assume a leadership role in subsequent years; and four posts proposed to be provided through redeployment within the Department of Field Support for two Management Officers (2 P-4), an Administrative Officer (1 P-3) and an Administrative Assistant (General Service (Other level)). Upon enquiry, the Committee was informed that the Department of Field Support was in the process of identifying the posts to be redeployed. The staffing resources proposed in the support account budget are summarized in paragraphs 88 and 92 below.

88. It is proposed that a Senior Programme Officer post (P-5) be established, the incumbent of which would monitor the range of strategic and operational support issues arising in connection with the implementation of the proposed global field support strategy (see A/64/697, paras. 184-188). He or she would monitor the performance of the components and their impact on mission support, prepare updates for senior management and identify matters requiring follow-up or action. **The Advisory Committee recommends approval of the Senior Programme Officer post (P-5) (see also para. 92 below).**

89. As indicated by the Secretary-General in his report (see A/64/967, paras. 189-191), the current capacity of the Board of Inquiry Unit of the Audit Response and Board of Inquiry Section has not been able to keep pace with the increase in the volume of Board of Inquiry reports, resulting in a cumulative backlog and deficiencies in the analysis and provision of guidance. The Secretary-General is proposing to strengthen the capacity of the Section, as follows:

(a) It is proposed that a new Administrative Assistant post (General Service (Other level)) be established, the incumbent of which would support the work of the Section in monitoring, tracking, and ensuring follow-up of the recommendations of the Board of Inquiry (see A/64/697, paras. 190-191);

(b) It is proposed that an Administrative Officer post (P-4), currently in the Office of the Assistant Secretary-General, be reassigned to accommodate a post for a Board of Inquiry Officer in the Audit Response and Board of Inquiry Section to provide guidance and support in managing Board of Inquiry activities, analysis and implementation of recommendations (see A/64/697, para. 192).

The Advisory Committee recommends acceptance of the proposed new post of Administrative Assistant (GS (OL)) and the reassignment of the post at the P-4 level for a Board of Inquiry Officer for the Section. The Committee expects that the increased capacity will enhance management's ability to ensure better compliance with and monitoring of recommendations, improve policy and guidance and reduce risk to the Organization.

90. It is proposed to establish two posts at the P-3 level in the Conduct and Discipline Unit, one for a Programme and Coordination Officer and the other for a Disciplinary Officer (see A/64/697, paras. 194-197). The incumbent of the

Programme Officer post would prepare and organize task force and working level meetings, as well as liaise and coordinate functions related to the implementation of the Victim Assistance Strategy. The proposal to establish the Disciplinary Officer post is resubmitted for approval. The incumbent of the post would provide support to the work of the Unit in responding to and processing cases of misconduct. The current capacity of the Unit, which comprises 11 support account posts (1 D-1, 2 P-5, 3 P-4, 1 P-3, 1 P-2, 3 GS (OL)), is summarized in paragraph 194 of the budget document. **Given the existing capacity at Headquarters and in field missions for these functions, the Advisory Committee recommends against the approval of these two posts.**

Non-post resources

91. The resources indicated for general temporary assistance in the amount of $846,900 would provide funding for five new positions, as summarized in paragraphs 92 to 94 below.

92. It is proposed to establish a Team Leader position (D-1), the incumbent of which would manage and coordinate the implementation of the proposed global field support strategy and lead the Programme Implementation Coordination Team (see A/64/697, paras. 200-201). The Advisory Committee was informed that it is proposed that the Team Leader would steer the process at the initiation phase and that the continued need for that level of support would be evaluated after the first year of experience. The incumbent of the Senior Programme Officer post (P-5) referred to in paragraph 88 above would subsequently assume the leadership role. **The Advisory Committee is of the opinion that leadership in implementation of the proposed strategy should be provided through the Senior Programme Officer post (P-5) recommended for acceptance in paragraph 88 above, the incumbent of which would assume the functions and role immediately. The Committee is therefore not convinced of the need for the Team Leader position (D-1) and recommends against its acceptance.**

93. It is proposed to establish a Coordination Officer position (P-4), the incumbent of which would provide dedicated support to both the Department of Peacekeeping Operations and the Department of Field Support during the development and implementation phase of the enterprise resource planning project (see A/64/697, paras. 202-205). **The Advisory Committee is not convinced by the justification provided for this request or the volume of work involved. The functions should be provided through redeployment of existing capacity from within either Department. The Committee recommends against the acceptance of this position.**

94. Three positions are requested for the support of AMISOM Headquarters Support Team, which consists of a Senior Support Officer (P-5), a Planning Officer (P-4) and an Administrative Assistant (General Service (Other level)), currently funded from the United Nations support of AMISOM budget (see A/64/697, paras. 206-208). The team ensures a comprehensive United Nations approach and implementation of integrated operational objectives among all departments and other entities providing support to AMISOM. **The Advisory Committee recommends acceptance of the general temporary assistance funding for the support of AMISOM Headquarters Support Team (1 P-5, 1 P-4, 1 GS (OL)) for 2010/11, proposed to be transferred from the support of AMISOM budget.**

However, the Committee reiterates its comments on the need to review all activities in connection with the support to AMISOM and to explore opportunities for consolidation and streamlining (see paras. 7 and 63 above).

(ii) Field Budget and Finance Division

95. The resources proposed for the Field Budget and Finance Division amount to $13,979,900, reflecting an increase of $2,531,800 over the resources approved for 2009/10. Most of the increase relates to requirements in connection with the 2011 meeting of the Working Group on Contingent-Owned Equipment, which is held every three years pursuant to General Assembly resolution 54/19 B (see para. 98 below).

Posts

96. The increase in the amount of $642,100 for posts over the resources amounting to $10,822,400 that were approved for 2009/10 reflects the costs related to 77 continuing posts and 1 proposed new post.

97. It is proposed to convert one Finance and Budget Officer position (P-4), currently funded under general temporary assistance, a post, the incumbent of which would serve as the Department-wide capacity in support of the implementation of IPSAS (see A/64/697, paras. 216-220). **The Advisory Committee is not convinced of the need to convert the Finance and Budget Officer position to a post, as the related functions are of a finite nature. The Committee therefore recommends that they continue to be provided under general temporary assistance funding.**

Non-post resources

98. The non-post resources proposed amount to $2,515,400 (an increase of $1,889,700). As indicated in paragraph 95 above, the increase relates to requirements for the Working Group on Contingent-Owned Equipment, which is scheduled to meet in 2011. In this connection, a provision of $1,549,100 is included under other supplies, services and equipment for servicing the meeting of the Working Group. Details are provided in paragraph 226 of the Secretary-General's report (A/64/697). An amount of $504,000 is also included under official travel requirements (see A/64/697, para. 224). **The Advisory Committee recommends acceptance of the non-post resources proposed.**

(iii) Field Personnel Division

99. The resources proposed in the amount of $19,342,800 reflect an increase of $834,900, or 4.5 per cent, over the resources approved for 2009/10. The increase is owing primarily to additional requirements proposed for general temporary assistance ($589,600) and for other supplies, services and equipment ($376,900).

Posts

100. It is proposed that the secretariat services of the Field Central Review Body be redeployed to UNLB with its current staffing resources, which include four support account posts (1 P-4, 1 P-3, 2 GS (OL)) (see A/64/697, paras. 229-231). As indicated by the Secretary-General in his report, the global field support strategy envisages the delivery of integrated mission-focused service packages from regional

service centres. **The Advisory Committee is of the opinion that given the early stage of the implementation of the human resources reform initiatives, the Field Central Review Body should remain at Headquarters. Furthermore, the Committee was not convinced by the argument that the secretariat of the Review Body needs to be closer to the time zones of field missions in order to perform more efficiently. As the relocation of the Field Central Review Body is considered part of the proposed global support strategy, the Committee considers that this matter should be discussed in that context.**

Non-post resources

101. The non-post resources in the amount of $3,959,600 proposed for 2010/11 reflect an increase of $816,000 over the amount approved for 2009/10. General temporary assistance requirements of $3,118,400 (an increase of $589,600) would cover the costs related to the continuation of 18 general temporary assistance positions and 2 new positions requested, as follows:

(a) The continuation of 17 positions approved in 2009/10 for Occupational Group Managers (13 P-3) and Occupational Group Assistants (4 General Service (Other level)), as well as the establishment of two new Occupational Group Manager positions (2 P-4) in the Recruitment and Outreach Unit, in order to continue the work initiated in 2009/10 for establishing rosters of pre-screened and vetted qualified candidates from which field missions can select candidates to rapidly fill vacancies (see A/64/697, paras. 234-238). The two new positions, which are at a higher level, are requested for the security and information technology occupational areas. The Advisory Committee was informed that there are currently 23 Occupational Group Managers within the Field Personnel Division covering 23 occupational areas;

(b) The continuation of a Resource Officer position (P-3) is requested for the Quality Assurance and Information Management Section in support of the growth in the caseload generated from the new system of administration of justice (see A/64/697, paras. 239-240).

The Advisory Committee recommends the continuation of the funding of the 18 general temporary assistance positions approved for the Recruitment and Outreach Unit (13 P-3, 4 GS (OL)) and the Quality Assurance and Information Management Section (1 P-3). Notwithstanding the observations made by the Secretary-General in paragraph 237 of his report, the Committee holds the view that capacity at that level should not be required on an ongoing basis. It therefore recommends against the proposed new positions at the P-4 level and requests that information on what has been accomplished be provided in the support account budget for 2011/12.

102. Resources amounting to $400,000 (an increase of $376,900) are proposed in relation to other supplies, services and equipment to provide for services to classify 9,273 national and Field Service posts in order to meet the implementation requirements of the talent management system (Inspira). As indicated in the report of the Secretary-General (see A/64/697, para. 247), the Field Personnel Division does not have the capacity to address the magnitude of the work, and the Board of Auditors has expressed concern that requests from missions for post classifications remain pending for long periods of time causing delays in filling posts and problems

in finalizing staffing tables, as well as negatively affecting the morale and performance of staff whose posts are pending reclassification.

(iv) Logistics Support Division

103. Resources amounting to $25,923,500 are proposed for 2010/11. The net increase of $1,052,400 (4.2 per cent) includes additional requirements for posts ($1,772,100), resulting from the delayed impact of the eight new posts approved in 2009/10 (including 1 conversion from general temporary assistance) and three proposed new posts offset by decreases, mostly under general temporary assistance ($335,900) and consultants ($450,800).

Posts

104. It is proposed to established two additional posts at the P-3 level in the Specialist Support Services, in the Engineering Section, for the conversion of two positions currently provided under general temporary assistance funding as follows:

(a) An Asset Management Officer post (P-3), the incumbent of which has expertise in the management of engineering assets, and who would develop guidance, policies and standard operational procedures given the introduction of the enterprise resource planning system into the property management business process, and support the implementation of codification and classification of engineering assets (see A/64/697, paras. 255-258);

(b) A Water Engineer post (P-3), the incumbent of which would be responsible for policy-related water management engineer tasks for field operations and serve as the focal point on water and sanitation, given the ongoing need for such expertise and the importance of planning for availability, supply and treatment, assessment recovery techniques and environmental action required (see A/64/697, paras. 259-261).

Given the specialized nature of the tasks and the ongoing need for those functions, the Advisory Committee recommends acceptance of the proposal that the two positions of Asset Management Officer and Water Engineer be converted to posts.

105. It is proposed that a Boundary Analyst post (P-3) be established in the Cartographic Section, in the light of the continued workload and lack of adequate capacity, the incumbent of which would provide technical expertise, research and analysis of geospatial data, interpretation of satellite imagery and maintenance of a boundary resources database (see A/64/697, paras. 262-264). The Advisory Committee was informed that over 60 per cent of the work of the Cartographic Section relates to peacekeeping operations and that the current staffing of nine posts included three support account posts (2 P-4, 1 GS (OL)). **The Committee recommends acceptance of the post proposed for a Boundary Analyst at the P-3 level.**

106. It is proposed to redeploy the Environmental Officer post (P-3) from the Engineering Section to the Office of the Director of the Logistics Support Division to improve efficiency in integrating environmental policy within the whole Division, enhance support in implementing environmental policy in field operations and ensure approval of non-engineering technical areas by appropriate substantive

personnel (see A/64/697, para. 254). **The Advisory Committee recommends acceptance of the redeployment of the post.**

Non-post resources

107. The resources for general temporary assistance, which amount to $138,700, reflect a reduction of $335,900, in view of the proposed conversion of positions to posts as indicated in paragraph 104 above. The resources proposed would cover the continuation of an Air Transport Officer position at the P-3 level (12 months) the incumbent of which would oversee the management of airfield development plans and rehabilitation projects for all field operations supported by the Department of Field Support. He or she would also be responsible for directing the planning and provision of ground support equipment requirements to support aircraft, cargo and passenger handling, as well as airfield and terminal security standards (see A/64/697, paras. 266-268). **The Advisory Committee recommends acceptance of the continuation of the general temporary assistance proposed in support of the work of the Air Transport Section.**

(v) Information and Communications Technology Division

108. The resources proposed for the Information and Communications Technology Division for 2010/11 amount to $15,593,800 (a decrease of $990,800, or 6.0 per cent, compared with the resources approved for 2009/10). The resources for posts ($5,252,800) provide for the continuation of 34 posts. The non-post resources proposed amount to $10,341,000 (a decrease of $1,089,600, or 9.5 per cent). The decrease is owing primarily to decreases in requirements for general temporary assistance and communications and information technology.

109. The resources proposed for information technology in the amount of $9,391,600 reflect a decrease of $753,200, or 7.4 per cent, compared with the resources approved for 2009/10. Of the total proposed, an amount of $334,000 relates to the acquisition of specialized information technology equipment, $200,000 relate to spare parts and supplies, $350,000 to software and applications, $275,000 relate to software licences and fees, and $8,232,500 relate to contractual services. With regard to contractual services, the report of the Secretary-General provides information on the resources required to support the ongoing core functions of technical support for the Department of Peacekeeping Operations/Department of Field Support between Headquarters and the field (see A/64/697, paras. 294-299). The report also describes the initiatives which constitute information management priorities and specific needs of the Department of Peacekeeping Operations and the Department of Field Support and have been reviewed by the Department's Information Management Committee and the Expanded Senior Management Team (see A/64/697, paras. 300-316). Furthermore, as indicated in the report of the Secretary-General, the initiatives have also been reviewed and approved by the Office of Information and Communications Technology. The Advisory Committee was informed that, in future, a slight reduction could be expected in this regard, as efficiencies could be expected from the consolidation of service and data centres (see also A/64/660, para. 135).

(c) Department of Management

110. The overall resources proposed for the Department of Management in the amount of $140,826,400 reflect an increase of $36,924,300, or 34.7 per cent, over the resources approved for 2009/10. Most of the increase ($28.5 million) relates to resource requirements for the support account share of the enterprise resource planning project and additional requirements for the full costing of the posts approved in 2009/10, as well as the 28 additional posts proposed ($5.1 million), additional requirements for general temporary assistance ($1.1 million), and additional requirements under facilities and infrastructure relating to the new posts and positions ($2.3 million).

111. The Advisory Committee notes that several of the new posts or positions proposed in the various Offices of the Department of Management are justified on the basis of the surge in peacekeeping operations and appear to be based on the assumption of continued growth of peacekeeping activity at the same pace as in past years. **The Committee points out that the surge in the volume of peacekeeping activity has been stabilizing, and furthermore, that several missions are at the drawdown stage. It therefore believes that those assumptions should be reviewed. The Committee also considers that the effects of the improved or new information systems that have been implemented in recent years, as well as the impact of the simplification and optimization of business processes in terms of productivity or efficiency gains in areas such as the processing of travel claims, financial transactions, personnel actions and requisitioning of goods and services, should also be taken into account. The Advisory Committee requests that information on any concrete improvements and efficiency gains be provided in the context of the next budget submission. Furthermore, in some cases when additional resources are proposed for a Section/Unit to cope with new functions, it is important to specify whether the additional functions represent new activities within the organizational unit or whether they are being transferred from another section/unit, in which case, an indication of the reduced workload in the section/unit where they were previously performed should be provided, along with information on possible redeployment of resources.**

(i) Office of the Under-Secretary-General

112. The resources proposed for the Office of the Under-Secretary-General for Management amount to $92,644,800, reflecting an increase of $29,784,200 or 47.4 per cent over the resources approved for 2009/10. The increase includes $604,400 under posts to provide for 7 additional posts (1 P-4, 3 P-3, 3 GS (OL)), bringing the total number of proposed support account posts to 14, as well as $58,266,000 for the support account share of the enterprise resource planning project.

Posts

Executive Office

113. It is proposed to establish one additional P-3 post for an Administrative Officer and two General Service (Other level) posts for an Administrative Assistant and a Finance Assistant in the Executive Office to cope with increased workload related to the administration of posts, positions and non-post resources funded under the

support account. The Advisory Committee notes that the request for the P-3 post is a resubmission of a request in the support account budget for 2009/10 for a P-2 post for an Associate Administrative Officer.[1] The three tables under paragraph 332 of the Secretary-General's report provide some information on the evolution of support account-funded resources since 2004/05 and the number of financial and human resources management transactions processed during 2008-2009. **In view of its comments in paragraph 111 above, the Committee considers that the functions of the proposed posts should be accommodated from within existing capacity. It therefore recommends against the Secretary-General's proposals.**

Headquarters Committee on Contracts and Headquarters Property Survey Board secretariat

114. Two additional posts are proposed for conversion from general temporary assistance funding in the Headquarters Committee on Contracts and the Headquarters Property Survey Board secretariat:

(a) One Capacity Development Officer (P-4) for the Headquarters Committee on Contracts to implement the capacity development programme, which involves policy development, training and monitoring the functioning of the local committees on contracts (see A/64/697, paras. 333-338);

(b) One additional General Service (Other level) post for a Training and Analysis Assistant to provide support for a range of activities of the secretariat of the Headquarters Committee on Contracts and the Headquarters Property Survey Board secretariat and to support the P-4 Capacity Development Officer (A/64/697, paras. 339 and 340).

115. The Secretary-General indicates that the Headquarters Committee on Contracts has been carrying out the activities of the capacity development programme since 2006 through temporary arrangements, and that he is proposing a conversion in view of the continuous nature of the training and monitoring functions, which have become part of the terms of reference of the secretariat. Upon enquiry, the Committee was informed that there are currently 25 local committees on contracts in peacekeeping missions, offices away from Headquarters and the tribunals. **The Committee recognizes the continuing nature of the functions of the Capacity Development Officer (P-4) post and recommends approval of the Secretary-General's proposal. It further recommends that the functions of the Training and Analysis Assistant (General Service (Other level)) should continue to be provided through general temporary assistance.**

Management evaluation unit

116. Two additional P-3 posts are requested for the Management Evaluation Unit for legal officers to address an expected increase in the workload of the Unit and allow review of cases within statutory time limits. The Committee notes that the Unit comprises 7 staff members, including a Chief (P-5), 3 Legal Officers (P-4) and 3 Legal Assistants (General Service (Other level)) funded from the regular budget,

[1] In its report on the proposed budget for the period 2009/10 (A/63/841), the Committee expressed the view that the functions of the Associate Administrative Officer (P-2) could be accommodated from within the existing capacity and therefore recommended against that proposal.

and received 184 cases in its first six months of operation between 1 July 2009 and 31 December 2009, of which 28 originated in field missions. **The Committee notes that the new system of internal justice has been in place for less than a year (see also para. 131 below). It is of the view that further expansion of the Management Evaluation Unit should be based on an assessment of the longer-term patterns of activity of the Unit, as well as the impact of the work of the Unit, which should lead to the early identification of systemic issues, improved management practices and a lowering of the number of contested management decisions. However, the Committee recognizes that it is too early to draw such conclusions at this stage in the implementation of the new system of internal justice. In view of the current workload of the Unit, and the immediate requirement to avoid accumulation of backlogs, the Committee recommends approval of one Legal Officer post (P-3).**

Non-post resources

117. Non-post resources of $90,788,600 are proposed for the Office of the Under-Secretary-General, reflecting a net increase of $29,179,800 (47.4 per cent) resulting from increased requirements under information technology relating to the support account share of the enterprise resource planning project; facilities and infrastructure; and consultants. These are offset in part by reduced requirements under other supplies, services and equipment, relating to the discontinuation of the administration of justice provision under that heading; and official travel. The support account share of the enterprise resource planning project is based on the estimates presented in the Secretary-General's first progress report on the enterprise resource planning project (A/64/380) and is estimated at $58,266,000 for 2010-2011 as compared to the $28,516,500 approved in 2009/10 (see General Assembly resolution 64/243).

118. The resources proposed for general temporary assistance of $334,300 (a decrease of $398,100, or 54.4 per cent, as compared to the resources approved for 2009/10) would provide for three positions for the Headquarters Committee on Contracts Award Review Board: (a) one P-5 position for the Secretary of the Board; (b) one General Service (Other level) position for a Research and Administrative Assistant to provide assistance with legal research and case management, as well as administrative support; and (c) one General Service (Other level) position for six months for an Administrative Assistant to support the Chair of the Headquarters Committee on Contracts/Headquarters Property Survey Board and the Registry of the Award Review Board. The Advisory Committee notes that the Award Review Board is to be administered by the Chair of the Headquarters Committee on Contracts/Headquarters Property Survey Board acting as Registrar, and supported by a secretariat on a 12-month pilot basis. The Secretary-General estimates that the Award Review Board secretariat will reasonably receive 25 cases per year. However, the Committee considers that, at this stage, there is little information available on the expected number of cases and the likely workload of the Award Review Board. Upon enquiry, the Committee was informed that no bid protests have been received to date. **The Committee is of the view that it would be more appropriate and cost-effective to gradually develop a dedicated capacity for the Award Review Board on the basis of the outcome of the pilot project. It therefore recommends that the Secretary of the Board (P-5) position and the Administrative Assistant (1 General Service (Other level)) should be accommodated from within existing**

resources during the pilot phase. It further recommends approval of the Research and Administrative Assistant (General Service (Other level)) position.

(ii) Office of Programme Planning, Budget and Accounts

119. The resources proposed for the Office amount to $19,820,900, an increase of $2,006,700 (11.3 per cent) over the resources approved for 2009/10, which is mainly due to (a) the request for seven additional support account posts (1 P-4, 2 P-3 and 4 GS (OL)); (b) the establishment of one new position funded under general temporary assistance; and (c) additional requirements under other supplies, services and equipment relating to an increase in bank fee charges and to the follow-on study to develop a conceptual staffing model for the support account.

Posts

Accounts Division

120. Three additional posts are proposed for the Payroll and Disbursement section for a Finance Officer (P-3) and two additional Finance Assistants (General Service (Other level)) to address the additional workload related to the processing of payroll and entitlement benefits resulting from the implementation of the new contractual framework effective 1 July 2009 (see General Assembly resolution 63/250), under which mission staff on 300-series contracts have been reappointed under the 100-series of the Staff rules (see A/64/697, paras. 365-367). **The Committee recommends approval of one Finance Officer (P-3) post and one additional Finance Assistant (General Service (Other level)). The functions of the other Finance Assistant post requested should be provided for from within the existing capacity of the Accounts Division.**

121. One additional post is requested for a Benefits Assistant (General Service (Other level)) in the Health and Insurance Section to deal with the increased workload related to the management of insurance for staff and family of staff and the handling of claims, owing to the overall increase in the number of staff administered at Headquarters, including peacekeeping staff (see A/64/697, para. 368). **The Committee recommends approval of the Secretary-General's proposal for a Benefits Assistant (General Service (Other level)).**

122. One additional post is requested for a Cashier (P-4) in the Treasury, to address the increase in the volume and complexity of peacekeeping transactions, as well as the increase in the number of Integrated Information Management System payroll payment instructions records resulting from the increase in the number and turnover rate of peacekeeping staff (see A/64/697, para. 370). **In view of its remarks in paragraph 2 above, the Committee recommends that the functions of this post be provided from within the existing resources of the Treasury.**

Peacekeeping Finance Division

123. Following an internal assessment carried out by the Division, it is proposed to combine the existing posts of the Headquarters support account team (2 P-3, 1 GS (OL)), the mission support unit that deals with cross-cutting issues (1 P-4, 1 P-3, 1 GS (OL)) and the support of UNLB into a new section to improve the review and monitoring of resources for the centralized backstopping of peacekeeping missions. In order to provide the proposed section with an appropriate level of oversight and

experienced staff that can make decisions and perform functions at higher levels with less supervision, the Secretary-General is proposing the following reclassifications:

(a) Reclassification of one Finance and Budget Officer post (P-4) in the Mission Support Unit to the P-5 level, to perform the duties of a Section Chief (see A/64/697, para. 375);

(b) Reclassification of one Finance and Budget Officer post of the Headquarters Support Account Team from the P-3 to the P-4 level to align the experience, budget and reporting skills and management expertise required to administer the support account budget formulation and execution (see A/64/697, para. 376).

The Committee emphasizes the need to consolidate functions of a similar nature with a view to improving the coherence of the structure and work of the Division, as well as the quality of analysis to support budget proposals. The Committee expects that such a structure would also provide greater synergies among the staff of the new section and optimization of the use of resources. It recommends approval of the Secretary-General's proposal for the reclassification of one Finance and Budget Officer post from the P-4 to the P-5 level, to provide the requisite level of expertise and leadership for the section. It recommends against the proposal for the reclassification of the P-3 Finance and Budget Officer to the P-4 level. The Committee trusts that information on the improvements achieved through the implementation of the new structure will be provided in future budget submissions. It stresses the need for greater consistency in the formulation and presentation of the budgetary proposals of individual departments/offices, so as to ensure that a comparable level of detail and analysis is provided throughout the support account budget submission.

124. One additional post is requested for a Finance and Budget Officer (P-3) to provide backstopping for the United Nations support of the African Union Mission in Somalia (see A/64/697, para. 377). **The Committee considers that the functions of the post proposed could be met through the existing capacity of the Division, and therefore recommends against the Secretary-General's proposal.**

125. One additional post is requested for a Finance and Budget Assistant (General Service (Other level)) to deal with reporting requirements, financial transactions, Headquarters budgetary aspects and cross-cutting issues, in view of the fact that the Finance and Budget Assistant to the Deputy Director, who currently also performs these functions, is required to provide administrative support to the Deputy Director on a full-time basis (see A/64/697, para. 379). **The Committee recommends that the current reporting, financial and budgetary functions performed by the Finance and Budget Assistant (General Service (Other level)) be absorbed within the existing capacity of the Peacekeeping Finance Division, and that the incumbent provide additional administrative support to the Deputy Director. It therefore recommends against the approval of the Finance and Budget Assistant post.**

Non-post resources

126. Non-post resources proposed for the Office of Programme Planning, Budgets and Accounts amount to $5,913,100, reflecting an increase of $714,000 (13.7 per cent)

as compared to the appropriation for 2009/10. The variance is attributable to higher requirements under most objects of expenditure, including $225,100 (9.4 per cent) under general temporary assistance; $143,700 (12.1 per cent) under consultants, mostly in relation to the International Public Sector Accounting Standards (IPSAS) implementation; $108,000 under information technology for software licenses, information and communications technology equipment and systems and support for the information systems of the Office of Programme Planning, Budget and Accounts; and $268,000 under other supplies, services and equipment, in large part for a follow-on study to develop a conceptual staffing model for the support account.

General temporary assistance

127. A provision of $2,619,600 is proposed under general temporary assistance, reflecting additional requirements of $225,100 (9.4 per cent) compared to the appropriation for 2009/10, to provide for the continuation of 15 general temporary assistance positions and the establishment of one new position, as follows:

(a) Four positions are proposed to be continued in the IPSAS project team, including two IPSAS Officers (P-4) and two IPSAS Officers (P-3) to continue the preparatory work for the development and deployment of IPSAS-related training and to formulate IPSAS-related policies that will support IPSAS-compliant financial statements (see A/64/697, para. 382). The Committee discusses the use of general temporary assistance funding for time-limited projects in its report on cross-cutting issues (A/64/660). **The Committee recognizes that the IPSAS project constitutes a major endeavour for the Organization, which continues to require considerable preparatory work. It therefore recommends approval of the Secretary-General's proposal for the continuation of the four IPSAS Officer positions (two P-4 and two P-3);**

(b) Five positions are proposed to be continued in the Peacekeeping Accounts Section as follows:

(i) One Policy Guidance and Training Officer position (P-4) to continuously monitor and provide guidance for improving the internal controls in peacekeeping operations (see A/64/697, para. 384);

(ii) One Strategic Deployment Stocks Officer position (P-4) for the accurate accounting for transactions and the review and updating of related accounting guidelines (see A/64/697, para. 386);

(iii) Three Finance Assistant positions (General Service (Other level)) to support the work of the section (see A/64/697, para. 387).

The Committee recommends approval of the Secretary-General's proposal for the continuation of the five positions in the Peacekeeping Accounts Section: one Policy Guidance and Training Officer position (P-4), one Strategic Deployment Stocks Officer position (P-4) and three Finance Assistants (General Service (Other level));

(c) Two positions are proposed in the Treasury as follows:

(i) One Finance Officer position (P-3) is proposed to be continued to assist in identifying banking solutions for field missions, conduct on-site training in peacekeeping missions and in UNLB, and maintain all bank account information in the Treasury database (see A/64/697, paras. 388-391);

(ii) One new Finance Assistant position (General Service (Other level)) for eight months to provide maternity and sick leave coverage within the Treasury (see A/64/697, para. 392).

The Committee recommends acceptance of the Finance Officer position (P-3). The functions of the Finance Assistant position (General Service (Other level)) requested for eight months should be provided for from within existing capacity in the Treasury;

(d) One position is proposed to be established and three positions are proposed to be continued in the Financial Information Operations Service as follows:

(i) One Information Systems Officer position (P-4) is proposed to be continued to provide systems support for the Peacekeeping Finance Division for all budget, troop cost and fund monitoring-related systems serving the Division (see A/64/697, para. 394);

(ii) One Information Systems Officer position (P-3) is resubmitted for the Financial Information Operations Service to support and maintain specialized information systems used by Treasury (see A/64/697, paras. 395 and 396);

(iii) One Information Systems Officer position (P-2) is proposed to be continued to work closely with the Investment Accounting Unit and with Treasury to deliver settlements for investments and payments for peacekeeping operations and to support specialized computer systems (see A/64/697, paras. 397-398);

(iv) One Information Systems Assistant position (General Service (Other level)) is proposed to be continued to provide assistance to the Integrated Management Information System finance data team in the Office of Programme Planning, Budget and Accounts and the Office of Information and Communications Technology to maintain the integrity of financial data and ensure accurate reports and financial statement preparation for peacekeeping accounts (see A/64/697, para. 399).

The Committee recommends approval of the Secretary-General's proposals for the continuation of three positions in the Financial Information Service for one Information Systems Officer (P-4), one Information Systems Officer (P-2) and one Information Systems Assistant (General Service (Other level)). The Committee recommends against the Secretary-General's proposal for the Information Systems Officer position (P-3);

(e) Two Finance and Budget Officer positions (P-3) are proposed to be continued in the Peacekeeping Financing Division for ongoing support for UNMIT and MINURCAT (see A/64/697, para. 400). **The Committee recommends approval of the Secretary-General's proposal for the continuation of two Finance and Budget Officer positions (P-3) for the Peacekeeping Financing Division.**

(iii) Office of Human Resources Management

128. The resources proposed by the Secretary-General for the Office of Human Resources Management amount to $12,547,500, an increase of $3,451,800, or 37.9 per cent, over the resources approved for the preceding period. The increase is

largely due to (a) the proposed establishment of six new posts and the conversion to an established post of one position funded under temporary assistance; (b) proposals for four new positions to be funded under general temporary assistance; and (c) additional resources amounting to $457,300 for information technology related to the development, support and enhancement of the talent management system. The increase is offset, in part, by reduced requirements under consultants and other supplies, services and equipment.

129. The additional resources proposed are mainly related to the strengthening of the administrative law section and further development of the talent management system.

Administrative Law Section

130. The Secretary-General indicates that the workload of the Administrative Law Section has increased significantly since the introduction of the new system of internal justice, owing to numerous factors: (a) the complexity of the appeals proceedings, which are no longer based on written submissions but on a trial litigation model, with numerous hearings before professional judges and against professional legal counsel; (b) the increase in the number of working days needed to process a case from 5 to 15 days for appeals and from 10 to 20 days for disciplinary cases; and (c) the increase in the volume of cases, with 87 new cases having been filed in the first three months of 2010, as compared to 86 cases in 2009. As for disciplinary cases, the Committee was informed that the number of cases in 2009 (192) represented a three-fold increase as compared to 2006 (72).

131. **As indicated in paragraph 116 above, the new system of internal justice has been in place for less than a year, and it is yet too early to draw any conclusions as to the efficacy of the informal and formal systems and the impact on management and staff. The Committee is of the view that the Secretary-General should closely monitor recourse to the formal and informal systems, as well as the causes of the surge in the volume of cases and complexity of proceedings. He should also identify and deal with emerging systemic issues. The Committee further believes that the Secretary-General should give some thought to planning for the evaluation of the system of internal justice and identifying the indicators and mechanisms that could be used to determine whether the system is achieving its intended objectives.**

Talent management system (Inspira)

132. The Committee was informed that the Inspira talent management system was introduced on 1 March 2010 and will be deployed progressively, module by module, at Headquarters, offices away from Headquarters and some field missions. It is expected that the recruitment, learning and performance management modules will be fully deployed by April 2011. **The Committee notes the launch of the talent management system and looks forward to considering progress made in its implementation and the impact it may have achieved in its early stages, in the context of its consideration of human resources management issues at the sixty-fifth session of the General Assembly (see A/64/660, para. 40).**

Posts

Human Resources Policy Service, Administrative Law Section

133. It is proposed to establish two Legal Officer posts at the P-3 level and two Associate Legal Officer posts at the P-2 level in the Disciplinary Law Unit, with a view to responding to the significant increase in the Unit's workload following the introduction of the new system for the administration of justice and addressing the workload of the cases being referred into the new system of justice from the United Nations Administrative Tribunal (see A/64/697, paras. 425-428). The Advisory Committee notes that from 1 January 2007 to 30 October 2009 the workload of the Disciplinary Law Unit tripled from 230 to 600 cases and that, in view of the number, size and complexity of current peacekeeping operations and the need for potential exit strategies for missions that are downsizing and/or ceasing operations, the number of disciplinary and appeal cases will continue to grow. The Advisory Committee further notes that these proposals are being resubmitted.[2] **In view of its comments in paragraph 116 above, the Committee recommends approval of one of the two Legal Officer posts (P-3) proposed and one of the two Associate Legal Officer posts (P-2) proposed.**

134. It is also proposed to establish two new posts for Legal Officers (one P-4 and one P-3) in the Nairobi office of the Appeals Unit. The Secretary-General indicates that experience has shown that the Administrative Law Section functions at a disadvantage when representing the Administration before the United Nations Dispute Tribunal in Nairobi, since the parties to the dispute are located in Africa, while the Appeals Unit Legal Officer is in New York. According to the Secretary-General, the time difference and the need to rely on telephone communication limit the quality of interaction with witnesses, as well as with opposing counsel from the Office of Staff Legal Assistance stationed in Nairobi. The Secretary-General further states that hearings are held by telephone or videoconference, which is not always a reliable means of communication and can make it difficult for the Legal Officer to properly assess the impact of submissions on the Tribunal during the hearing. The incumbent of the proposed P-4 post would appear regularly before the Tribunal to represent the Administration in oral hearings, while the incumbent of the proposed P-3 post would prepare written submissions in connection with appeals and assist senior colleagues in preparation for oral hearings (see A/64/697, para. 429). **The Committee recognizes the need to provide two new posts for Legal Officers (one P-4 and one P-3) in the Nairobi office of the Appeals Unit and recommends approval of the Secretary-General's proposal.**

Human Resources Information Systems Section

135. It is proposed to convert one IMIS Help Desk Assistant (General Service (Other level)) temporary position to provide support to users in peacekeeping missions. The Secretary-General indicates that owing to high turnover rates of the support staff in the field, there has been a significant increase in the number of problems caused by human errors requiring extensive corrections in the Integrated Management Information System and causing substantial delays in the processing of

[2] In his previous submission, the Secretary-General had proposed eight additional posts for four P-3 Legal Officers, two P-2 Legal Officers and two Legal Assistants (General Service (Other level)). The Committee had recommended approval of four posts, including two P-3 Legal Officers, one P-2 Legal Officer and one Legal Assistant (General Service (Other level)).

staff members' records and payroll. Currently, over 25 per cent of the system's support is related to field movements of staff (see A/64/697, paras. 430-432). **In view of the fact that the Integrated Management Information System is destined to be replaced by the new enterprise resource planning system, the Committee recommends that this function continue to be provided through general temporary assistance.**

136. **The Committee is concerned by the apparent lack of quality control procedures and mechanisms in the Integrated Management Information System and the requirement for dedicated staff to make corrections to the system. It believes that resources should be put to more productive use. Until such time as the system is replaced, it recommends that the Secretary-General identify any cost-effective, immediate steps that could be taken to avoid such problems. The Committee further emphasizes that every effort should be made to ensure that these weaknesses will not be perpetuated in the enterprise resource planning, or other systems (see also para. 138 (d) below).**

Non-post resources

137. Non-post resources proposed for the Office of Human Resource Management amount to $5,553,700, reflecting an increase of $1,394,700 (33.5 per cent) as compared to the appropriation for 2009/10. The variance is attributable to higher requirements of $1,143,300 (69.1 per cent) under general temporary assistance to provide for 17 continuing positions and the proposed establishment of four positions; $133,700 (12.1 per cent) under consultants, mainly in relation to the information systems of the Office; and $457,300 (42 per cent) to cover support, license fees and maintenance and disaster recovery for the talent management system. The increases are partly offset by reduced requirements under other supplies, services and equipment ($38,300 or 33.8 per cent) and consultants ($198,500 or 54.0 per cent), mainly for the Human Resources Information Systems Section.

General temporary assistance

138. The proposed requirements in the amount of $2,798,800 would cover the continuation of 19 general temporary assistance positions and the establishment of two new general temporary assistance positions, as well as the requirement to continue one general temporary assistance position at the P-4 level for six months in the Strategic Planning and Staffing Division as follows:

(a) Two positions are proposed to be continued in the Administrative Law Section, including one P-3 and one P-2 Legal Officer to address the backlog of substantive cases originating from field missions (see A/64/697, para. 435). **The Committee recommends acceptance of the Secretary-General's proposals;**

(b) Two positions are proposed in the Medical Services Division as follows:

(i) One Project Manager (P-4) for the electronic medical records system (EarthMed), which aims to establish a global, comprehensive and centralized database to contain medical records for all staff members, with special emphasis on the United Nations field staff. For the 2010/11 period, it is planned to implement EarthMed in two peacekeeping missions and assess five additional missions for future implementation (see A/64/697, paras. 436 and 437);

(ii) It is proposed that a new EarthMed Assistant position be established in the General Service (Other level) category to provide technical support to the implementation of EarthMed in field missions. The Secretary-General indicates that for reasons of confidentiality, such activities should remain under the domain of the Medical Services Division, and therefore functional and administrative support cannot be provided by other offices (see A/64/697, paras. 438 and 439).

The Committee considers that the functions of the Project Manager (P-4) could be accommodated from within the considerable capacity provided for the Human Resources Information Systems Section. It therefore recommends against the proposal for a Project Manager (P-4). The Committee recommends approval of the Secretary-General's proposal for an EarthMed Assistant position (General Service (Other level));

(c) Thirteen continuing positions are proposed for the Human Resources Information Systems Section in connection with the implementation of the Inspira talent management system, which remains one of the key activities of the Section for 2010/11 (see above). The Secretary-General indicates that the team of PeopleSoft consultants in New York is expected to be phased out after the initial implementation of Inspira in the first half of 2010, and after the first phase of implementation, all technical functions will be performed from the Inspira Centre of Excellence in Bangkok. The following positions are proposed at Headquarters and at the Inspira Centre of Excellence in Bangkok:

(i) One position of Chief, Inspira Centre of Excellence (P-4) is proposed to be continued to oversee the provision of technical support activities in relation to the talent management system (see A/64/697, para. 446);

(ii) One Development and Production Support Analyst (P-3) is proposed to be continued to maintain and troubleshoot the talent management system application (para. 447);

(iii) One Career Portal Analyst position (P-3) is proposed to be continued to manage the development of new portals and migration of various existing human resources applications to the new portal (para. 448);

(iv) One Associate Application Support Officer position (P-2) is proposed to be continued to provide application support for Inspira, and the reporting and learning management system, as well as performance management support and technical system administration (para. 449);

(v) One Database Administrator position (General Service (Other level)) is proposed to be continued to ensure the availability, backup and recovery of data (para. 450);

(vi) One Administrative Assistant position (General Service (Other level)) is proposed to be continued to provide support for the Chief of the Inspira Centre of Excellence (para. 451);

(vii) One Customer Support Representative Supervisor position (General Service (Principle level)) is proposed to be continued for overseeing customer support and supervising six General Service help desk staff (para. 452).

The Committee recognizes the importance of providing full support during the upcoming year, which will see the development and deployment of various modules of the talent management system worldwide, in numerous duty stations. Accordingly, it recommends approval of the Secretary-General's proposals for the continuation of 13 positions to be funded through general temporary assistance;

(d) A position for one Data Warehouse Project Manager (P-4) is proposed for continuation at the Human Resources Information Systems Section in New York for the overall implementation of the data warehouse project including leading analysis and design activities; ensuring integration for data exchange and report generation with such legacy systems of record as IMIS, Nucleus and Galaxy and with the new Inspira system; ensuring data quality and integrity; ensuring implementation of data security rules and models; and ensuring that all aspects of the data warehouse are implemented in line with industry best practices and Secretariat standards (see A/64/697, paras. 441-442). **The Committee recognizes the importance of this function in light of the ongoing development of the talent management system and the need to ensure integration and data exchange between the various systems. The Committee therefore recommends approval of the Secretary-General's proposal. The Committee emphasizes the need to ensure that the current problems with the Integrated Management Information System (see para. 136 above) are resolved before data are transferred to new systems, and that the new systems should provide the necessary quality-control mechanisms so as to avoid dedicating resources to unproductive activities;**

(e) Three positions are proposed to be continued in the Learning, Development and Human Resources Services Division, Career Support and Performance Management Section as follows:

(i) One Human Resources Officer position (P-3) to serve as a focal point for field missions on performance management training (see A/64/697, para. 454);

(ii) One Human Resources Officer (P-3) position and one Human Resources Assistant (General Service (Other level)) position in connection with the implementation and management of the staff mobility programmes, including the establishment of occupational network initiatives, the managed reassignment programme and the voluntary initiative for network exchange (see A/64/697, paras. 456-457).

The Committee recommends approval of the Secretary-General's proposals for the three positions in the Learning, Development and Human Resources Services Division, Career Support and Performance Management Section;

(f) One Human Resources Officer position (P-4) is proposed for continuation in the Strategic Planning and Staffing Division for a six-month period to provide substantive support to the Director of the Division and the Chief of the Staffing Service in the development and implementation of change management strategies, including development of training programmes and materials, policies and communications support strategies on Inspira (see A/64/697, paras. 458 and 459). **The Committee recommends approval of the Secretary-General's proposal.**

(iv) Office of Central Support Services

139. The resources proposed for the Office of Central Support Services of $15,813,200 reflect an increase of $1,051,600 (or 7.1 per cent) over the appropriation for 2009/10. Most of the increase relates to additional resources proposed for posts ($1,172,800) in view of seven additional posts proposed (including the proposed conversion of two general temporary assistance positions). The increase for posts is offset by a reduction in the non-post requirements ($121,200), composed of decreases for consultants ($361,500) and official travel ($38,400) and increases for general temporary assistance ($157,800) and other supplies, services and equipment ($120,900).

Posts

Office of the Assistant Secretary-General

140. One Administrative Officer (P-3) post is requested in the Office of the Assistant Secretary-General for the conversion of a general temporary assistance position. The functions include assisting in reviewing and monitoring the use of delegation of authority, compiling information related to procurement assistance visits to field missions, conducting initial review of the recommendations of the Vendor Review Committee and following up on recommendations of the Headquarters Committee on Contracts and the decisions of the Assistant Secretary-General, which are considered functions of a core and continuing nature (see A/64/697, paras. 476-478). **The Committee recognizes the continuing nature of this function and recommends approval of the Secretary-General's proposal for the conversion of the Administrative Officer (P-3) post.**

Procurement Division

141. A total of five (P-3) posts are requested for the Procurement Division, as follows:

(a) One Procurement Officer (P-3) post is requested for the Strategic Movements Team in the Logistics and Transportation Section. The incumbent would provide support in relation to new bidding exercises of high-value contracts and management of the procurement aspects of increased transport activities in field missions (see A/64/697, paras. 480-482). **The Committee recommends approval of the Secretary-General's proposal;**

(b) Two Procurement Officer (P-3) posts are requested for the Engineering Team of the Peacekeeping Procurement Section to strengthen the capacity in managing high-value complex contracts in support of field missions given the increased workload in this regard (see A/64/697, para. 483). **The Committee recommends approval of one Procurement Officer (P-3) for the Engineering Team. It recommends that the requirement for the second Procurement Officer (P-3) proposed be met from within existing resources;**

(c) One Procurement Officer post (P-3) is requested for the Vehicles Team to handle the increased workload given the upcoming expiration of virtually all system contracts for vehicles for a total value of about $600 million (see A/64/697, paras. 484-485). **The Committee considers that this requirement could be met from within existing resources of the Vehicles Team. It therefore recommends against approval of the Procurement Officer (P-3) post;**

(d) One Training Coordinator (P-3) post is resubmitted for approval for the Planning, Compliance and Monitoring Section to lead procurement training initiatives for peacekeeping staff (see A/64/697, paras. 486-491). Current capacity includes four posts (1 P-5, 2 P-4, 1 GS (PL)). The request is justified in terms of the introduction of more advanced courses and to provide support in connection with the advanced online training expected to be launched in the second quarter of 2010. **The Advisory Committee recommends that the functions of the Training Coordinator (P-3) post should be provided from within existing capacity.**

142. **The Committee emphasizes the need to reduce the delays experienced by field missions in the procurement of goods and services. It trusts that any additional capacity provided to the Procurement Division (see also para. 146 below) would be utilized effectively to expedite the processing of procurement actions.**

Facilities and Commercial Services Division

143. One Office Space Planning Officer (P-3) post is requested for the Facilities Management Service. The functions related to the post are currently provided under general temporary assistance funding and are proposed for conversion given the ongoing nature of the functions related to office space planning and management related to peacekeeping support activities (see A/64/697, paras. 492-496). **The Advisory Committee is of the view that this function should continue to be provided through general temporary assistance, and recommends against acceptance of the Secretary-General's proposals.**

Non-post resources

144. Non-post resources proposed for the Office of Central Support Services amount to $3,545,800, reflecting a net reduction of $121,200 (3.3 per cent) as compared to the appropriation for 2009/10. The resources proposed for consultants amount to $105,500, reflecting a decrease of $361,500 (77.5 per cent) over the resources approved for 2009/10. The Committee notes that the variance is mostly attributable to the reduction in requirements provided in 2009/10 for studies related to business process improvements in the Procurement Division, as well as the transfer of resources related to the cataloguing and digitization of peacekeeping archives to the other supplies, services and equipment class of expenditures.

General temporary assistance

145. A provision of $951,700 is indicated under general temporary assistance, reflecting additional requirements of $157,800 (19.9 per cent) compared to the appropriation for 2009/10. The Committee notes that the resources proposed would cover the continuation of five general temporary assistance positions and three new positions proposed.

146. A total of four positions are requested in the Procurement Division as follows:

(a) Three Procurement Assistant (General Service (Other level)) positions are requested to be continued in the Procurement Division in connection with the Vendor Registration and Management Team, pending the implementation of the enterprise resource planning system (see A/64/697, paras. 499-502);

(b) One Procurement Officer (P-3) position is proposed for the Strategic Movements Team in the Logistics and Transportation Section in view of the increase in requirements for air and sea transportation services (see A/64/697, paras. 503 and 504).

The Advisory Committee recommends approval of the continuation of the three Procurement Assistant (General Service (Other level)) positions. It recommends that the functions of the Procurement Officer (P-3) position for the Strategic Movements Team should be met from within the existing resources of the Procurement Division.

147. Four positions are requested for the Facilities and Commercial Services Division as follows:

(a) An Associate Records Management Officer (P-2) position is proposed to be continued in the Archives and Records Management Section to process records from peacekeeping operations, clear the existing backlog and ensure accessibility to digitized peacekeeping archives (see A/64/697, para. 505);

(b) A Senior Property Management Officer (P-4) position is requested for the Property Management and Inventory Control Unit to support the revision and harmonization of property management policies addressing specific enterprise resource planning and IPSAS issues (see A/64/697, paras. 506 and 507);

(c) A Building Maintenance Officer (P-3) position is requested for the Plant Engineering Section to assist in the administration and management of building maintenance activities and services related to both the Department of Peacekeeping Operations and the Department of Field Support (see A/64/697, paras. 508 and 509);

(d) A Facilities Management Assistant (General Service (Principal level)) position is requested for the Facilities Management Service to provide administrative support related to peacekeeping activities at Headquarters (see A/64/697, paras. 510 and 511).

The Advisory Committee recommends approval of the continuation of the Associate Records Management Officer (P-2) position. It recommends against approval of the remaining three posts proposed for a Senior Property Management Officer (P-4), a Building Maintenance Officer (P-3) and a Facilities Management Assistant (General Service (Principal level)).

(d) Office of Internal Oversight Services

148. The Advisory Committee notes that the Independent Audit Advisory Committee, in accordance with paragraphs 3 (c) and (d) of its terms of reference (see General Assembly resolution 61/275), reviewed the workplan of the Office of Internal Oversight Services and its budget proposal for the period from 1 July 2010 to 30 June 2011. The Advisory Committee met with the members of the Independent Audit Advisory Committee on 18 February 2010 and exchanged views on their comments and recommendations on the proposals of the Office of Internal Oversight Services (OIOS), as contained in its report (A/64/652). The Committee notes that the OIOS budget presentation reviewed by the Independent Audit Advisory Committee amounted to $28,374,900 for post and non-post resources, including 22 additional posts proposed.

149. The Advisory Committee received the proposed OIOS budget for the period 2010/11 in the context of its consideration of the support account submission, reflecting what is contained in the Secretary-General's report (A/64/697), and considered it on 26 March 2010. The support account resources for 2010/11 contained in the Secretary-General's report amount to $26,685,100, reflecting an increase of $3,214,600 (or 13.7 per cent) compared to the resources approved for 2009/10. The increase reflects additional requirements for posts ($2,410,700), including 10 additional posts proposed, and non-post resources ($803,900).

150. **The Committee notes that procedural issues have arisen with regard to the process being followed that need to be addressed.** As part of the OIOS budget process, the Independent Audit Advisory Committee examines the workplan and reviews the budget, making recommendations in this regard to the General Assembly through the Advisory Committee on Administrative and Budgetary Questions (see para. 148 above). In this particular case, the budget reviewed by the Independent Audit Advisory Committee was the original submission of OIOS. Subsequently, the budget considered by the Advisory Committee was the Secretary-General's proposal, which incorporated reductions based on the recommendations made by the Independent Audit Advisory Committee. This circumstance has given rise to the anomaly of the General Assembly having before it two reports on the OIOS budget, based on different proposals. **The issue requiring clarification is which submission the Advisory Committee should receive: the original OIOS submission provided to the Independent Audit Advisory Committee or the OIOS proposals as amended by the Secretary-General. The Advisory Committee is of the opinion that this is a policy matter for decision by the General Assembly, as it concerns the role of the Secretary-General in determining the level and allocation of the resources of OIOS in the context of the operational independence of the Office.**

151. The Committee notes that the Independent Audit Advisory Committee reiterates its comment that relying on inherent risk only for work planning provides an overly conservative estimate of the level of risks in an organization. At the same time, it acknowledges the efforts of OIOS to modify its risk assessment framework to assess residual risk (see A/64/652, paras. 17 and 18). During its deliberations, the Committee was informed by the OIOS representatives that the OIOS risk approach continues to reflect the absence of an adequate framework or internal controls to mitigate risk and that, in the view of the Office in the peacekeeping context, residual and inherent risks are almost the same.

Posts

152. The proposed resources for posts of $15,099,600 (an increase of $2,410,700 over the resources approved for 2009/10) provide for a total of 109 support account posts (99 continuing and 10 new posts).

153. As indicated in the Secretary-General's report (see A/64/697, para. 527), the original budget submission of the Office of Internal Oversight Services, which was reviewed by the Independent Audit Advisory Committee, includes the request for 22 new posts, which are detailed in the table below paragraph 527 of the Secretary-General's report: 18 additional posts for the Internal Audit Division (1 P-5, 10 P-4, 4 P-3, 3 NGS), including 4 posts previously funded under the UNSOA budget (1 P-5, 1 P-3, 1 P-3, 1 NGS); 3 posts for the Inspection and Evaluation Division

(1 P-5, 1 P-3, 1 General Service (Other level)) and 1 post for the Investigations Division (1 General Service (Other level)).

Internal Audit Division and pool of Resident Auditors

154. Current support account staffing includes a total of 90 posts, of which 18 are in New York (1 D-1, 2 P-5, 7 P-4, 4 P-3, 4 GS (OL)) and 72 make up the pool of Resident Auditors (9 P-5, 25 P-4, 18 P-3, 16 FS, 4 NGS) in peacekeeping missions. The staffing changes included in the Secretary-General's budget for 2010/11 for the Internal Audit Division include seven new posts proposed and one redeployment, as follows:

(a) An Information and Communications Technology Auditor (P-4) post to strengthen current support account capacity to conduct information and communications technology audits at headquarters and peacekeeping missions (see A/64/697, para. 529);

(b) A Programme Manager (P-4) post for the Professional Practices Section to provide support account capacity to implement the Quality Assurance and Improvement Programme in the audit of peacekeeping operations; current support account capacity of the section comprises one post (General Service) (see A/64/697, paras. 530 and 531);

(c) A Forensic Auditor (P-4) post for the Special Assignments Section to oversee the rollout of forensic audit methodology, conduct fraud risk assessments, identify fraud indicators in specific business processes and design audit procedures to enhance fraud detection (see A/64/697, paras. 532 and 533);

(d) Four new posts (1 P-5, 1 P-4, 1 P-3, 1 NGS) the Resident Auditor's Office for the support of AMISOM. These posts, which were included in the 2009/10 support for AMISOM (UNSOA) budget, are proposed to be transferred to the support account budget for 2010/11 (see A/64/697, paras. 534 and 535);

(e) A Resident Auditor (P-3) post proposed to be redeployed from UNMIK to MINUSTAH to provide capacity to implement the workplan for MINUSTAH (see A/64/697, para. 536).

155. The Committee notes that of the 18 posts requested by OIOS for the Internal Audit Division (see para. 153 above), the Independent Audit Advisory Committee has recommended acceptance of six posts, namely those enumerated in paragraph 114 (a), (c), (d) and (e) above. The Independent Audit Advisory Committee did not support the balance of 12 posts requested by OIOS, as follows:

(a) Two additional posts for resident auditor capacity for support of AMISOM (1 P-4 and 1 P-3) in addition to the four in paragraph 154 (d) above, on the basis of its assessment of higher risk at the start-up phase of a new operation;

(b) Three posts requested for MINURCAT (2 P-4 and 1 P-3) in addition to the current capacity, which includes one P-5, one P-4, one P-3 and one Field Service;

(c) Two additional auditor (1 P-4, 1 P-3) posts requested for the Peacekeeping Headquarters Audit Section to increase current capacity (1 P-5, P-4, 3 P-3, 1 GS (OL)) to carry out audits of strategic high-risk areas at Headquarters of

the Department of Peacekeeping Operations, the Department of Field Support and the Department of Management;

(d) The additional Programme Manager (P-4) post in paragraph 154 (b) above;

(e) Two Auditor (P-4) posts requested for the Resident Auditors' Coordination Section to better coordinate the activities of the resident auditors;

(f) Two Administrative Assistant (national General Service) posts requested for UNIFIL and UNMIS (one each).

156. In this connection, the Independent Audit Advisory Committee indicates in its report that it does not support these posts at this time in view of issues relating to the planning assumptions, estimates and calculations of OIOS, which are identified in paragraphs 20 to 25 of that report (A/64/652). The Committee notes that this is mostly related to the methodology for estimating and allocating available days (see A/64/652, para. 19). Taking this into account, as well as giving consideration to the need to follow up on recommendations, attending meetings or training activities, OIOS is of the opinion that 120 days is the reasonable number of available days to conduct audit assignments included in the workplan.

157. **The Advisory Committee recommends acceptance of the Information and Communications Technology Auditor (P-4) post, the Forensic Auditor (P-4) post, the four Resident Auditor posts (1 P-5, 1 P-4, 1 P-3, 1 NGS) for the support of AMISOM and of the redeployment of the Resident Auditor (P-3) post to MINUSTAH for a more effective use of resources. The Advisory Committee notes that, at present, the OIOS capacity for quality assurance and improvement comprises five professional posts funded under the regular budget and one General Service post funded under the support account. The Committee is of the opinion that these functions should be provided from within the existing capacity of the Office and therefore recommends against the acceptance of the Programme Manager (P-4) post.**

158. The Advisory Committee notes that the observations of the Independent Audit Advisory Committee concerning staffing requirements for audit are based on the average number of workdays required overall. Upon enquiry, the Committee was informed that the Independent Audit Advisory Committee did not take into account the specific environment in which MINURCAT operates. **The Committee recommends that, given the operating environment of the mission, additional information be provided directly to the General Assembly on the requirements to maintain appropriate audit oversight.**

159. The Committee was informed that the average vacancy rate during the 2009/10 period in the Internal Audit Division has been 20 per cent, compared to 23 per cent during 2008/09. The Committee was also informed that programme managers have been continuously monitoring the staffing situation, allocating a substantial amount of time for recruiting suitable qualified staff. As a result of these efforts, the vacancy rates of resident auditors in the larger missions have been significantly reduced: 18 per cent in UNAMID (compared to 40 per cent in 2008/09) and 4 per cent in UNMIL (compared to 10 per cent in 2008/09). Some improvement is also reported in UNMIS and MONUC, where vacancy rates amount to 15 and 12 per cent, respectively (compared to 17 and 15 per cent for 2008/09). **The Committee recommends that additional efforts be undertaken to recruit suitable candidates.**

Inspection and Evaluation Division

160. Three new posts for a Senior Evaluation Officer (P-5), an Evaluation Officer (P-3) and a Programme Assistant (General Service (Other level)) are proposed for the Inspection and Evaluation Division to strengthen its programme and thematic evaluation function and increase the scope and coverage of evaluation of peacekeeping activities. Current support account capacity consists of two P-4 Evaluation Officers, which, as indicated in the Secretary-General's report, constrains the ability of the Division to deliver two programme evaluations annually (see A/64/697, paras. 538-540). The additional resources would enable the Division to carry out two programme evaluations, one thematic evaluation and one inspection annually. The Independent Audit Advisory Committee, on the basis of the proposed workplan, recommends acceptance of the additional staffing requested and reiterates that the in-depth nature of evaluations conducted by OIOS would add value to the Organization's peacekeeping programme. **The Advisory Committee recommends approval of two additional posts (1 P-5 and 1 P-3) to strengthen the capacity of the Inspection and Evaluation Division.**

Investigations Division

161. The Advisory Committee recalls the General Assembly's decision contained in paragraphs 36 to 41 of its resolution 63/287. The Committee was informed that the vacancy rate for support account positions of the Investigations Division averages 45 per cent for 2009/10, the most critical one being the D-2 regular budget Director post (see also A/64/652, para. 34). The Committee was further informed that the selection and recommendation for the D-2 Director post has been made and that the Office is actively working on completing the selection and recruitment processes for investigator positions in New York, Nairobi and Vienna, as well as the peacekeeping investigation units. **The Committee stresses the importance of filling these vacancies in an expeditious manner.**

162. The redeployment of a Resident Investigator (P-4) post from UNMIT to UNAMID is proposed, taking into account the current distribution of caseload (no open cases in UNMIT compared to 13 open cases in UNAMID, at present). As indicated in the report (see A/64/697, para. 540), in the event that a case were to arise in UNMIT, it would be investigated from the regional hub in Vienna. **The Advisory Committee recommends acceptance of the proposed redeployment.**

163. As indicated in the table in paragraph 527 of the Secretary-General's report (A/64/697), a General Service post was requested by the OIOS to support the Professional Practices Section in New York in ensuring that sexual exploitation and abuse claims are addressed properly. The Advisory Committee received a letter from the Chairman of the Independent Audit Advisory Committee, dated 2 March 2010, which indicated that additional information provided in this regard had led the Independent Audit Advisory Committee to reconsider the OIOS request for this post in the Investigations Division (see A/64/652, para. 35). As indicated to the Committee, the post would be dedicated to assisting with the preparation of investigations reports at Headquarters, the alternative being to use a higher-level vacant post from another location to perform the required functions. **The Advisory Committee concurs with the Independent Audit Advisory Committee that this would not be an efficient use of resources. The Committee therefore recommends that the functions be provided through the establishment of a**

general temporary assistance (General Service (Other level)) position, pending the submission of the comprehensive report on the pilot project on the restructuring of the Investigations Division to be presented in the context of the 2012/13 support account budget, as requested in General Assembly resolution 63/287.

Non-post resources

164. The proposed non-post resources of $11,585,500 reflect an increase of $803,900, which is mostly due to additional requirements for general temporary assistance ($936,400).

165. The resources proposed for general temporary assistance of $7,395,700 (an increase of $936,400) provide funding for 51 continuing positions in the Investigations Division approved by the General Assembly in its resolution 63/287, pending submission of the comprehensive report to be presented in the context of the 2012/13 support account budget (see para. 162 above). The variance is due to increased standard costs. **The Committee recommends approval of the Secretary-General's proposals for general temporary assistance for 51 continuing positions.**

166. The resources for consultants indicated in the Secretary-General's report amount to $578,000, an increase of $151,000. The details are provided in paragraphs 543 to 550 of that report (A/64/697). The Committee notes, however, that resources amounting to $60,000 requested by the Office for contracting consultancy services with expertise in human resources, to perform an independent audit of the human resources reform, are not included in the budget. **Given the view of OIOS that it requires specialized expertise in this regard, the Advisory Committee recommends acceptance of a provision of $60,000 to perform the proposed audit.**

(e) Office of the Ombudsman

167. The support account provision of $1,515,500 proposed for the Office of the Ombudsman for the period 2010/11 reflects an increase of $271,000 or 21.8 per cent over the resources approved for 2009/10. The Committee notes that most of the increase is due to the inclusion of a provision of $168,000 for general temporary assistance. The resources for posts of $1,157,900 reflect an increase of $110,100 over the resources approved for 2009/10, including costs related to seven continuing support account posts and one proposed new post.

168. An Administrative Assistant (General Service (Other level)) post is proposed for the Ombudsman and Mediation Services (see A/64/967, paras. 567 and 568). As indicated in the report, the post existed until 30 June 2009 but was discontinued with the establishment of the administration of justice system effective 1 July 2009. The incumbent of the post, which is being resubmitted for approval, would provide administrative support, assist in generating reports, help to maintain the database and assist in the intake and tracking of cases. The proposal to reinstate the post is justified in terms of the need for consistent case processing and tracking and the increase in the related workload. **The Committee recommends acceptance of the General Service (Other level) post requested.**

169. The resources for general temporary assistance ($168,000) would cover the proposed funding of one Case Officer (P-4) position for the Office of the Ombudsman at Headquarters to handle cases originating from peacekeeping

personnel, in particular those related to MINURSO, MINUSTAH, UNDOF, UNFICYP, UNIFIL, UNMIK, UNMIL, UNMIT and UNOCI, not covered by the branches in Kinshasa and Khartoum (see A/64/967, paras. 570-572). As indicated in the report, a P-4 Case Officer post existed in the Office until 30 June 2009 and was discontinued when the new administration of justice system came into effect. The function is proposed under general temporary assistance until actual experience is gained regarding the caseload and operations of the regional branches. **The Committee recommends acceptance of the Case Officer (P-4) position proposed.**

170. **The Advisory Committee expects that the strengthening recommended will lead to greater effectiveness and quality of service by the Office of the Ombudsman, while enhancing the role of this mechanism in informal conflict resolution.**

(f) Ethics Office

171. The amount of $1,044,200 proposed for the Office relates to non-post resources, as its staffing (six Professional and three General Service posts) is funded under the regular budget. The provision for general temporary assistance of $265,600 provides for the continuation of two positions for an Ethics Officer (P-3) and an Administrative Assistant (General Service (Other level)). **The Committee recommends acceptance of the resources proposed as a temporary arrangement, pending a proposal on the long-term arrangements for the management of the financial disclosure programme.**

172. The amount of $723,900 proposed for consultancy includes the services of a training consultant for the design and delivery of ethics-related training at Headquarters and field missions (tentatively UNMIS, UNAMID, MONUC and UNIFIL) ($50,000) and for services related to the review of staff files in connection with the financial disclosure programme ($673,900). The provision for the latter reflects the lower number of peacekeeping staff estimated to participate in the programme compared to 2009/10. **While the Advisory Committee recommends acceptance of the resources proposed, it reiterates that the Ethics Office needs to conclude its study on the possibility of administering the programme internally rather than through consultancy. Information should be provided in the context of the support account submission for 2011/12.**

(g) Office of Legal Affairs

173. The provision of $3,291,800 proposed for the Office of Legal Affairs under the support account budget for the period 2010/11 reflects an increase of $359,200 over the resources approved for 2009/10. The increase is mostly due to additional requirements under posts ($303,000) reflecting the increased standard costs for 15 continuing posts (including one P-5 and one P-4 post approved in 2009/10).

174. Resources amounting to $311,300 are requested to provide general temporary assistance funding for the continuation of one Legal Officer (P-4) position in the General Legal Division to deal with the increase in requests for legal advice and assistance and six months' general temporary assistance at the P-4 level to cover maternity and sick leave. **The Committee recommends acceptance of the resources requested for the continuation of general temporary assistance funding equivalent to one Legal Officer (P-4) position for the General Legal Division. However, it reiterates its position that general temporary assistance**

funding should not be resubmitted repeatedly (see A/64/660, para. 48 and para. 44 above).

(h) Department of Public Information

175. Support account resources of $761,800 are requested for the Department of Public Information, reflecting an increase of $57,800 or 8.2 per cent. The increase is mostly due to the increased standard costs of four continuing posts (2 P-4, 1 P-2, 1 GS (OL)) funded from the support account. An amount of $50,500 is requested for consultancy services to conduct training courses for peacekeeping missions and Headquarters personnel selected for deployment in peacekeeping missions on communications technologies and for the deployment of a Web-based content management system needed to maintain the timeliness, accuracy and relevance of the peacekeeping website. The Committee recommends acceptance of the resources proposed for the Department of Public Information.

(i) Department of Safety and Security

176. The support account resources of $4,426,200 proposed for the Department of Safety and Security for the period 2010/11 reflect an increase of $46,600 over the provision approved for 2009/10. The increase is mostly due to additional requirements for posts ($129,300) owing to the increased standard costs related to 18 continuing posts and one new post proposed, and general temporary assistance ($338,200), in view of additional requirements related to three new positions proposed. These are offset by a decrease in the requirements for other supplies, services and equipment ($513,600), resulting from the one-time start-up acquisition of firearms and ammunition supplies for the close protection training programme approved in 2009/10.

Posts

177. One Stress Counsellor (P-3) post is requested for the Critical Incident Stress Management Unit (see A/64/697, paras. 613-615). Current staffing includes eight posts (1 P-5, 5 P-4, 2 GS (OL)) funded from the United Nations funds and programmes and one Professional post (P-4) funded from the support account. The additional support account post is requested to strengthen capacity for technical support of 36 field counsellors in peacekeeping operations. **The Advisory Committee recalls that the General Assembly, in the context of its consideration of the Secretary-General's emergency preparedness proposals (General Assembly resolution 64/260), requested the Secretary-General to develop a comprehensive emergency framework and submit related proposals in the context of the proposed programme budget for 2012-2013. The Committee is of the opinion that the proposal should be considered in that context and therefore recommends against the approval of this post at this time.**

Non-post resources

178. The resources requested for general temporary assistance of $338,200 would provide funding for the following positions proposed for the Field Support Service, Training and Development Section:

(a) Two Close Protection Training Officers, one at the P-4 level (12 months) and one at the P-3 level (7 months) to develop, design, manage and deliver close protection training for 96 close protection officers (see A/64/697, para. 620);

(b) A Medical Training Officer at the P-3 level (7 months) to support the existing team to continue the development of the training programme of instruction, establish a standardized United Nations qualification and enhance support to medical officers in peacekeeping missions and deliver related emergency response training.

The Advisory Committee recommends acceptance of the P-4 Close Protection Training Officer position to support the training programme for close protection officers. The Committee recommends against the two P-3 Training Officer positions requested for close protection and medical training. The medical training functions should be provided through the use of existing capacity in the Organization.

(j) Office of Information and Communications Technology

179. The overall resources proposed for the Office of Information and Communications Technology in the amount of $13,118,700 reflect a decrease of $4,142,400 (or 24 per cent) over the resources approved for 2009/10. The decrease relates essentially to reduced requirements under information technology ($4.4 million) for the acquisition of computer equipment, software licences and contractual services.

Posts

180. A provision of $1,848,600 is proposed to provide for 12 continuing posts (3 P-4, 4 P-3, 3 P-2/1, 1 GS (OL), 1 GS (PL)). The number of posts would remain unchanged.

Non-post resources

181. Non-post resources of $11,270,100 are proposed for the Office of Information and Communications Technology, reflecting a net decrease of $4,175,400, comprising lower requirements under information technology ($4,453,000) and official travel ($45,400). The reductions are offset by higher requirements under general temporary assistance ($279,600) for the continuation of 11 temporary assistance positions and the establishment of one new position, and under other supplies, services and equipment ($40,800) in relation to specialized training on information and communications technologies.

General temporary assistance

182. Seven positions are proposed for continuation in the Infrastructure Management Service, including one reclassification from the P-3 to the P-4 level. The proposed positions are as follows:

(a) Two Information Systems Officer (P-3) positions are proposed to be continued to address issues related to servers, storage and backup support;

(b) One Information Systems Officer (P-3) position is proposed to be reclassified to the P-4 level;

(c) One Information Systems Officer (P-3) position is proposed to be continued to address issues related to virtual server infrastructure and mobile offices;

(d) One Information Systems Officer (P-3) position is proposed to be continued to address issues related to e-mail and Lotus Notes applications and operations;

(e) Two Information Systems Assistants (General Service (Other level)) are proposed to be continued.

183. Five positions are proposed for the Field System Service, including one new position to be established and four continuing positions, of which one position is proposed to be reclassified from the P-5 to the P-4 level. The positions proposed are as follows:

(a) One Enterprise Content Management Information Systems Officer (P-3) position is proposed to be continued for the peacekeeping reporting process automation project;

(b) One Customer Relationship Management Project Manager (P-4) position is proposed to be continued for the troop contribution management project. The Secretary-General proposes to reclassify the position downwards from the P-5 to the P-4 level;

(c) One Customer Relationship Management Information Systems Officer (P-3) position is proposed for the troop contribution management project;

(d) One Customer Relationship Management Information Systems Officer (P-3) position is proposed to be continued for the peacekeeping telecommunications billing project;

(e) One Project Manager (P-4) position is proposed to be continued for rations management.

184. **The Committee recommends acceptance of the Secretary-General's proposals for the continuation of positions in the Infrastructure Management Service and the Field System Service. It also recommends approval of the proposed Customer Relationship Management Information Systems Officer (P-3) position in the Field System Service for the troop contribution management project.**

185. Concerning the proposed reclassifications, upon enquiry, the Committee was informed by the Secretariat of the following: "Since general temporary assistance [resources] are not posts, they are not classified or classifiable. Classification reviews just confirm the grade level, functional title and content of the positions following budgetary approval of their funding in accordance with the request which provides the rationale for the functions, support goals and the corresponded intended level of the staffing arrangements that would ensue the budgetary approval. This classification confirmation is called classifiable advice (different from classification, which relates to posts)".

186. Thus the Committee points out that general temporary assistance resources are, by their very nature, temporary, and are provided on the basis of the equivalent of the requested grade level in accordance with the funding arrangements approved by the Assembly for temporary programmatic support implementation. **The Committee**

concurs with the provision of resources equivalent to the resources of one P-4 for the Information Systems Officer position in the Infrastructure Management Service and one P-4 for the Customer Relationship Management Project Manager position in the Field System Service.

(k) Advisory Committee on Administrative and Budgetary Questions

187. Resources amounting to $348,700 are included in the Secretary-General's report (A/64/697) for the secretariat of the Advisory Committee on Administrative and Budgetary Questions to cover general temporary assistance costs related to two Administrative Officer (P-4) positions proposed.

188. The current staffing of the Advisory Committee's secretariat, which is funded from the regular budget, includes an Executive Secretary (D-2), a Deputy Executive Secretary (D-1), two Senior Administrative Management Officers (P-5), three Administrative Management Officers (P-4), one Personal Assistant (General Service (Principal level)) and four Meeting Services Assistants (General Service (Other level)). The responsibilities and functions of the secretariat of the Advisory Committee, as well as information on current workload, are summarized in paragraphs 675 to 679 of the budget document (A/64/697).

189. The Committee had, in the past, expressed the view that posts within its secretariat should be financed from the regular budget (A/52/7/Rev.1, para. I.7). However, in view of the growth and increase in its work related to peacekeeping activities, the Committee has further indicated that aligning the source of finance of its support capacity with the issues it reviews should not be precluded (A/64/7).

190. **The Advisory Committee is of the view that its secretariat requires additional capacity to effectively support the work of the Committee, given the workload, the complexity of the issues before it and the size of the peacekeeping budgets. Pending conclusion of the management review being conducted by the Internal Audit Division of the Office of Internal Oversight Services, the Committee recommends acceptance of the Secretary-General's proposal to provide general temporary assistance for two P-4 positions to strengthen the capacity of the secretariat of the Advisory Committee. The Committee expects that, once the review is completed, the issue of its staffing capacity, with a longer-term perspective, will be addressed in support of the documented increase in the workload of the Committee and with a view towards alleviating the strained capacity of its secretariat (see also A/64/7, para. I.19).**

3. Conclusion

191. **In the present report, of the 73 additional posts proposed in the Secretary-General's report on the budget for the support account (A/64/697), the Advisory Committee has recommended approval of a total of 41 posts.**

192. **The recommendations of the Advisory Committee involve reductions totalling $4,528,100 gross ($4,190,700 net), as follows:**

Unit	*Post reductions (gross)*	*Non-post reductions (gross)*
Department of Peacekeeping Operations	656 200	106 400
Department of Field Support	(217 000)	761 900
Department of Management	1 162 900	1 733 000
Office of Internal Oversight Services	127 800	(99 500)
Department of Safety and Security	78 400	218 000
Total	**1 808 300**	**2 719 800**

193. **Accordingly, the Advisory Committee recommends that the General Assembly approve a total amount of $366,396,700 gross ($336,923,500 net) for the support account for the 12-month period from 1 July 2010 to 30 June 2011. This amount includes $309,363,700 for the staffing and non-staffing resources for the support account and $57,033,000 for enterprise resource planning requirements pursuant to General Assembly resolution 64/243.**

194. **With regard to the proposal of the Secretary-General in paragraph 68 of the performance report for the period from 1 July 2008 to 30 June 2009 (A/64/611), the Advisory Committee recommends that the General Assembly decide to apply the total amount of $9,054,000, comprising (a) the unencumbered balance of $1,959,200 in respect of the financial period from 1 July 2008 to 30 June 2009 and (b) the total amount of $7,094,800, comprising interest income ($2,383,000), other income ($1,379,400) and cancellation of prior-period obligations ($3,332,400), to the support account requirements for the period from 1 July 2010 to 30 June 2011.**

195. **The Advisory Committee recommends that the excess of the authorized level of the Peacekeeping Reserve Fund in respect of the financial period ended 30 June 2009 in the amount of $4,303,500 be applied to the support account requirements for the period from 1 July 2010 to 30 June 2011.**

Documentation

- General Assembly resolutions 62/250, 63/262, 63/287, 64/243
- Report of the Advisory Committee on Administrative and Budgetary Questions on the performance report on the budget of the support account for peacekeeping operations for the period from 1 July 2007 to 30 June 2008 and the proposed budget for the support account for peacekeeping operations for the period from 1 July 2009 to 30 June 2010 (A/63/841)
- Report of the Board of Auditors on United Nations peacekeeping operations (A/64/5 (Vol. II))
- Overview of the financing of peacekeeping operations: budget performance report for the period from 1 July 2008 to 30 June 2009 and budget for the period from 1 July 2010 to 30 June 2011 (A/64/753)

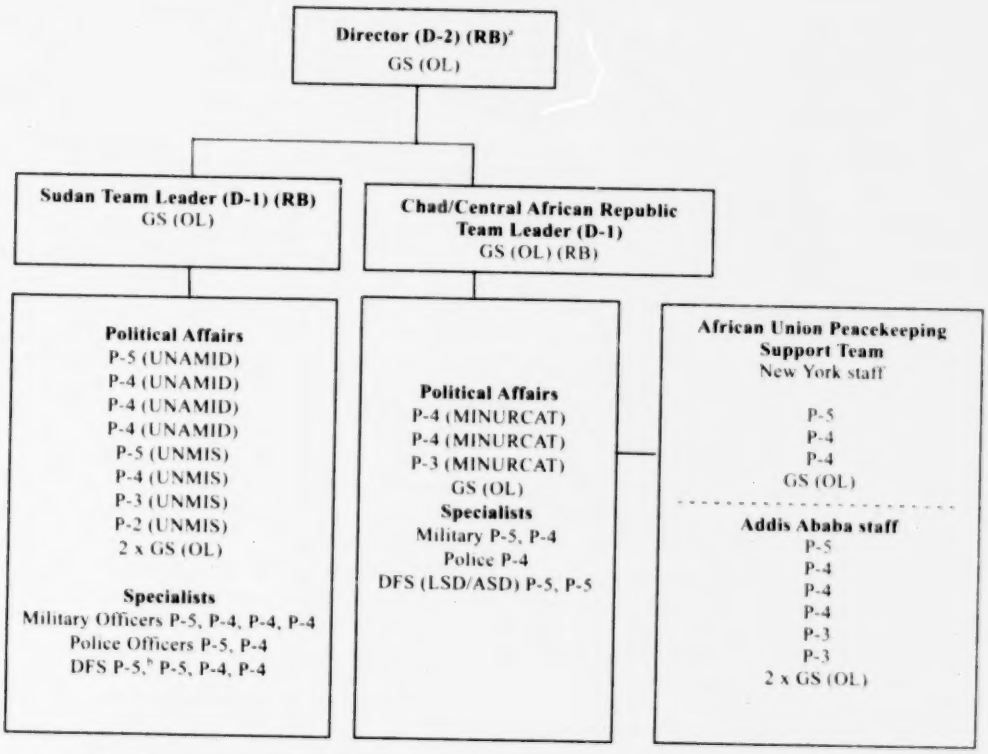
- Performance report on the budget of the support account for peacekeeping operations for the period from 1 July 2008 to 30 June 2009 (A/64/611 and Add.1)
- Report of the Secretary-General on the budget for the support account for peacekeeping operations for the period from 1 July 2010 to 30 June 2011 (A/64/697)
- Report of the Secretary-General on the rejustification of posts financed under the support account for peacekeeping operations for the period from 1 July 2009 to 30 June 2010 (A/64/697/Add.1)
- Report of the Advisory Committee on Administrative and Budgetary Questions on cross-cutting issues related to peacekeeping operations and on the global field support strategy (A/64/660)
- Report of the Independent Audit Advisory Committee on the budget of the Office of Internal Oversight Services under the support account for peacekeeping operations for the period from 1 July 2010 to 30 June 2011 (A/64/652)
- Report of the Secretary-General on the comprehensive analysis of the Office of Military Affairs in the Department of Peacekeeping Operations (A/64/572 and Corr.1)

Annex I

Proposed structure of the Office of Operations, Department of Peacekeeping Operations, for the period from 1 July 2010 to 30 June 2011

Organization charts

A. Africa I Division



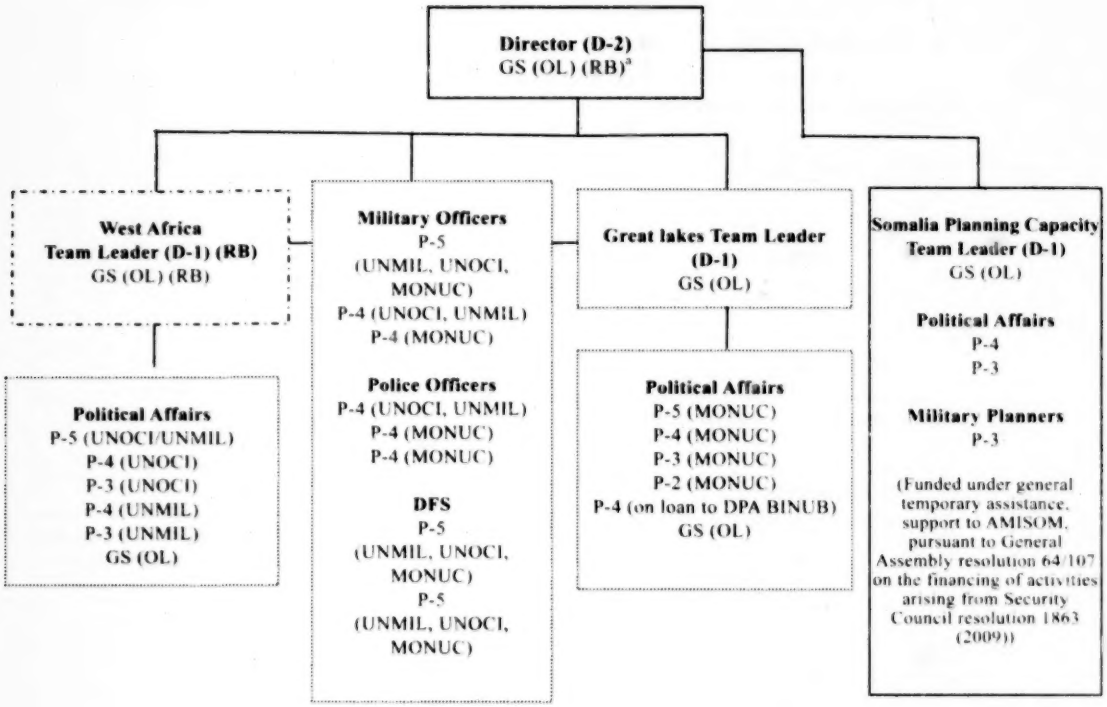
Note: The above is a snapshot of the situation as of 24 March 2010. Flexibility is constantly applied in the assignment of resources to reflect the evolving needs of missions.

Abbreviations: GS, General Service; OL, Other level; UNAMID, African Union-United Nations Hybrid Operation in Darfur; UNMIS, United Nations Mission in the Sudan; MINURCAT, United Nations Mission in the Central African Republic and Chad; DFS, Department of Field Support.

[a] Posts designated RB are regular budget posts. All others are support account posts.

[b] Deployed on temporary duty assignment to UNMOGIP.

B. Africa II Division

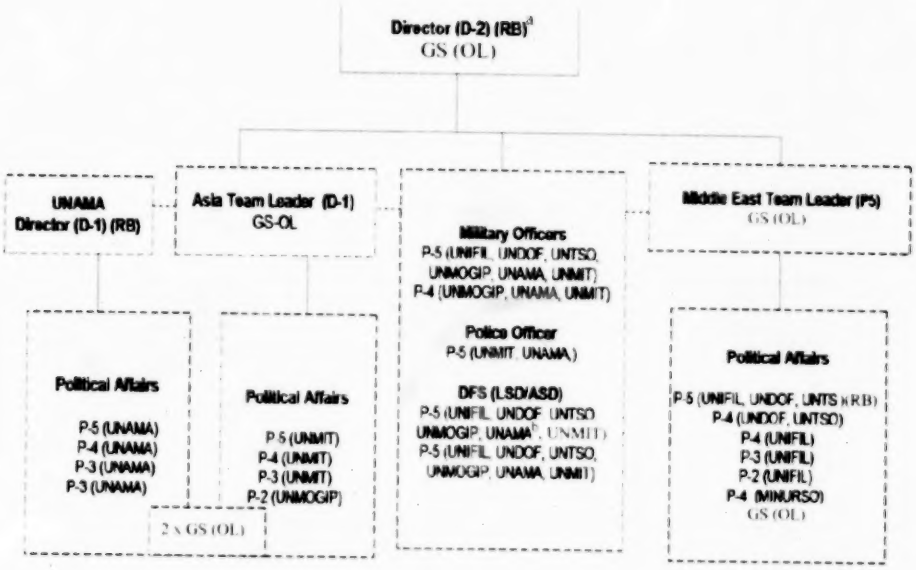


Note: The above is a snapshot of the situation as of 24 March 2010. Flexibility is constantly applied in the assignment of resources to reflect the evolving needs of missions.

Abbreviations: GS, General Service; OL, Other level; UNOCI, United Nations Operation in Côte d'Ivoire; UNMIS, United Nations Mission in the Sudan; UNMIL, United Nations Mission in Liberia, MONUC, United Nations Organization Mission in the Democratic Republic of the Congo; DPA, Department of Political Affairs; BINUB, United Nations Integrated Office in Burundi; DFS, Department of Field Support.

[a] Posts designated RB are regular budget posts. All others are support account posts.

C. Asia and Middle East Division



Note: The above is a snapshot of the situation as of 24 March 2010. Flexibility is constantly applied in the assignment of resources to reflect the evolving needs of missions.

Abbreviations: GS, General Service; OL, Other level; UNAMA, United Nations Assistance Mission in Afghanistan; UNMIT, United Nations Integrated Mission in Timor-Leste; UNDOF, United Nations Disengagement Observer Force; UNMOGIP, United Nations Military Observer Group in India and Pakistan; UNIFIL, United Nations Interim Force in Lebanon; UNTSO, United Nations Truce Supervision Organization.

[a] Posts designated RB are regular budget posts. All others are support account posts.

[b] Deployed on temporary duty assignment to UNAMA.

D. Europe and Latin America Division

Note: The above is a snapshot of the situation as of 24 March 2010. Flexibility is constantly applied in the assignment of resources to reflect the evolving needs of missions.

Abbreviations: GS, General Service; OL, Other level; UNMIK, United Nations Interim Administration Mission in Kosovo; UNFICYP, United Nations Peacekeeping Force in Cyprus; MINUSTAH, United Nations Stabilization Mission in Haiti.

[a] Posts designated RB are regular budget posts. All others are support account posts.

[b] Deployed on temporary duty assignment to MINUSTAH.

Annex II

Current and projected expenditures for the period from 1 July 2009 to 30 June 2010 as at 9 March 2010

	1 July 2009 to 9 March 2010			*Projected 9 March to 30 June 2010*			
	Apportionment[a]	*Total expenditure*	*Unencumbered balance*	*Projected expenditure*	*Total expenditure including projected*	*Estimated unencumbered balance as at 30 June 2008*	*Variance percentage*
	(1)	*(2)*	*(3) = (1) - (2)*	*(4)*	*(5) = (2) + (4)*	*(6) = (1) - (5)*	*(7) = (6) ÷ (1)*
I. Post resources							
International staff	183 688.8	119 748.8	63 940.0	59 901.0	179 649.8	4 039.0	2.2
II. Non-post resources							
General temporary assistance	19 618.5	10 360.3	9 258.2	6 517.9	16 878.2	2 740.3	14.0
Consultants	6 049.6	2 218.0	3 831.6	3 233.4	5 451.4	598.2	9.9
Official travel	17 307.0	8 934.2	8 372.8	7 139.2	16 073.4	1 233.7	7.1
Facilities and infrastructure	21 548.3	20 165.7	1 382.6	1 474.9	21 640.6	(92.3)	(0.4)
Communications	2 684.2	2 079.8	604.4	590.5	2 670.3	13.9	0.5
Information technology	29 726.3	16 692.3	13 034.0	15 218.8	31 911.1	(2 184.8)	(7.3)
Medical	203.5	42.4	161.1	160.0	202.4	1.1	0.5
Other supplies, services and equipment	13 204.7	4 288.3	8 916.4	8 518.0	12 806.3	398.4	3.0
Subtotal	**110 342.1**	**64 781.0**	**45 561.1**	**42 852.8**	**107 633.8**	**2 708.3**	**2.5**
Gross requirements	**294 030.9**	**184 529.8**	**109 501.1**	**102 753.8**	**287 283.6**	**6 747.3**	**2.3**
Enterprise resource planning	**28 516.5**	**28 516.5**	—	—	**28 516.5**	—	—
Staff assessment income	27 486.9	13 943.4	13 543.5	6 971.5	20 914.9	6 572.1	23.9
Net requirements	**295 060.5**	**199 102.9**	**95 957.6**	**95 782.3**	**294 885.2**	**175.3**	**0.1**

[a] The apportionment for information technology requirements for 2009/10 does not include the additional amount of $2,031,860 for the Secondary Data Centre or $28,516,500 for enterprise resource planning, approved by the General Assembly in its resolutions 63/269 and 64/243, respectively. Funds approved for the Secondary Data Centre will be absorbed within existing resources.